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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires
du Canada

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Private College Deal Derailed

SIMON Fraser University has put the brakes on a controversial deal with an Australian company to establish a private for-profit college on-campus for international students.

The proposed partnership with IBT Education Limited unleashed a storm of protest from students and faculty who were concerned the arrangement would compromise academic standards.

"There are many ways in which academic interests could conflict with profit motives," warned Slava Senyshyn, president of SFU's faculty association in a letter to the university's president. "A profit-driven enterprise to increase recruitment of international students could... detract attention from the need for sincere internal efforts to address what are already serious retention issues for domestic and international students alike."

Under the proposed deal, SFU would provide space on campus for IBT to establish Fraser International College, an independent institution affiliated to the university offering pre-university and first-year university transfer courses. IBT would hire its own staff and recruit international students who would pay about \$15,000 a year in tuition. In return, SFU would receive about a third of the tuition income and graduates of the college who met the minimum admission requirements would be guaranteed a place in an SFU program.

University officials say they are withdrawing the proposal, for now. However, SFU insists the partnership with IBT

See PRIVATE COLLEGE Page A5

BC HR Tribunal Dismisses Discrimination Complaint



Lorraine Weir — Three separate formal reviews at the University of British Columbia came to the same conclusion that Cynthia Maughan's claims were without merit.

BRITISH Columbia's Human Rights Tribunal has entirely dismissed a complaint from a University of British Columbia graduate student who is also suing the university and four of its professors for \$18 million alleging she was discriminated against because of her religious beliefs.

The tribunal said Cynthia Maughan's complaints did not constitute discrimination. Her lawsuit is still before the courts.

Maughan, who is a Christian, alleged that a series of events starting with an e-mail in November 2000 constituted ongoing discrimination against her.

In an isolated e-mail, another UBC student said of a prominent Christian politician that he made him "recall fondly a time-period when Christians were stoned."

See BC HR TRIBUNAL Page A7

Un tribunal rejette une plainte de discrimination

LE Tribunal des droits de la personne de la Colombie-Britannique a rejeté dans sa totalité la plainte d'une étudiante diplômée de l'Université de la Colombie-Britannique (UBC) qui intentait une poursuite de 18 millions de dollars contre l'établissement et quatre membres de son corps professoral qui auraient exercé de la discrimination à son endroit en raison de ses croyances religieuses.

Le tribunal a jugé que les accusations de discrimination portées par Cynthia Maughan

n'étaient pas fondées. L'affaire est toujours devant les tribunaux.

M^{me} Maughan, qui est chrétienne, a allégué qu'elle avait été victime d'une discrimination persistante tout au long d'une série d'événements qui avait débuté en novembre 2000 par la diffusion d'un message électronique.

Dans ce courriel, un autre étudiant de l'UBC critiquait un politicien chrétien en vue qui lui « donnait plaisir à se rappeler une certaine époque où les Chrétiens étaient lapidés ».

M^{me} Maughan et l'autre étudiant — qui n'est pas cité dans la plainte ni dans la poursuite civile — se sont tous les deux inscrits par la suite à un cours d'anglais de 2^e cycle donné à l'UBC par la professeure Lorraine Weir.

En mars 2001, M^{me} Weir a décidé, après avoir consulté tous les étudiants de sa classe et obtenu leur approbation, de donner un cours le dimanche à la résidence de l'autre étudiant.

Voir UN TRIBUNAL à la page A8

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The
MORTGAGE
Centre

Discount Rates Page A8

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NEWS ACTUALITÉS

LETTERS

Equity Does Not Exclude Quality

Professor David Mullan's letter ("Issue is Quality, Not Feminist Agenda," *Bulletin*, January 2006), errs in assuming Loretta Czernis' concern about the underrepresentation of women is a concern for "feminist quotas." One might have reservations about a national program that perpetuates the long-standing systemic inequity in Canada's universities without grounding that concern in a feminist agenda. Of course one might well be a feminist or be sympathetic to a feminist analysis of the demographics of Canada's professoriate.

Neither of those positions inevitably leads to the conclusions that Mullan draws, that the concern for equity leads

to a desire to implement a quota system in hiring and that rectifying inequity is at odds with the search for quality: "How does Czernis's concern for feminist quotas consist with the desire to protect [quality]?"

Perhaps Mullan believes increasing the number of women and visible minorities on faculties will compromise the quality of education and research. Or, perhaps he believes one cannot be concerned about inequity and quality at the same time without demanding that one trump the other. Surely what we ought to seek is a university system in which both equity and quality are nurtured and celebrated. As I read the president's comments that is precisely what she advocates.

MICHAEL MANSDN
Brandon, Manitoba

NOSM: Union Certified

THE faculty association at the new Northern Ontario School of Medicine has been certified by the labour board to represent the school's full-time academic staff.

NOSMFA was handed an interim certificate earlier this year, recognizing a 20-member bargaining unit that includes non-clinical faculty, librarians, counsellors and curriculum instructional designers.

CAUT assistant executive director Peter Simpson said the certificate was issued following months of intense organizing on the school's main campuses in Sudbury and Thunder Bay and a grueling day of hearings before the Ontario Labour Relations Board.

"This was one of the most adversarial certification processes CAUT has been involved in," said Simpson, who attended the board hearings on behalf of CAUT. "The employer made it clear from the beginning that there was tremendous hostility to any attempt to organize academic staff, whether in the form of an association or a union. The employer never did voluntarily recognize the association prior to the certification drive."

NOSMFA will now concentrate on working with the employer to try and reach an agreement on a first contract, he said.

The Northern Ontario School of Medicine is a joint venture of Laurentian and Lakehead universities. ■

Accréditation de la NOSMFA

L'ASSOCIATION des professeurs de la nouvelle École de médecine du Nord de l'Ontario (NOSMFA) a été accréditée en janvier par la Commission des relations de travail de l'Ontario pour représenter le personnel académique à temps plein de l'établissement.

La NOSMFA détient une accréditation temporaire reconnaissant l'association comme le représentant d'une unité de négociation formée de 20 professeurs non cliniciens, bibliothécaires, conseillers et concepteurs de cours et de programmes d'études.

L'accréditation a été accordée après une intense campagne de syndicalisation de plusieurs mois sur les principaux campus de l'établissement, à Sudbury et à Thunder Bay, et à l'issue d'une journée d'audiences des plus épuisantes devant la commission des relations de travail, à l'indiqué le directeur général adjoint de l'ACPPU, Peter Simpson.

« Ce fut l'un des processus d'accréditation les plus antagonistes auxquels l'ACPPU ait jamais été partie », a déclaré M. Simpson, qui représentait l'ACPPU lors des audiences.

« D'entrée de jeu, l'employeur a manifesté son hostilité extrême envers toute tentative de regroupement du personnel académique, que ce soit au sein d'une association ou d'un syndicat. Il n'a jamais voulu reconnaître volontairement l'association avant la campagne de syndicalisation. »

Pour l'heure, la NOSMFA cherchera avant tout à travailler de pair avec l'employeur en vue de s'entendre sur un premier contrat, souligne-t-il.

L'École de médecine du Nord de l'Ontario est une entreprise conjointe des universités Laurentienne et Lakehead. ■

Unions Condemn Ballarat's 'Work Choices'

ACADEMIC unions in Australia are condemning a decision by the University of Ballarat that requires all new staff to accept individual employment contracts in order to take up their appointments.

The move comes just six months after the Australian government introduced controversial new industrial relations reforms that require universities to offer employees the choice of accepting an individual employment contract, known as an Australian Workplace Agreement, or being covered by a union-negotiated collective agreement.

Critics say that Ballarat's decision to force staff to sign individual contracts signals that the real intention of the reforms is to undermine collective bargaining.

"This is proof of the government's real agenda—to enable employers to remove the right of workers to collectively bargain, and force them onto individual contracts that reduce wages or conditions," said Sharan Burrow, president of the Australian Council of Trade Unions. "This is not about giving employees better choices, it's about giving them no choice but to accept whatever the employer offers, or not have a job."

Matthew McGowan, a division secretary of the Australia based National Tertiary Education Union, said the individual contracts that new Ballarat staff will have to sign strip away key staff entitlements.

"These individual contracts will remove important conditions of employment. No negotiation means no choice," he said.

McGowan also said the university's announcement made a mockery of the



NTEU University of Ballarat members Dick Turner, Denis Jeandet, Denise Bevan & Steven McEachern campaigning in Victoria, Australia.

government's rhetoric about providing university staff with "genuine choice" about what type of agreement they are employed under.

"With the University of Ballarat being the only public university to force future staff onto individual contracts, the administration will entrench the university as an employer of last choice in the higher education sector," he said.

CAUT has officially condemned Ballarat's decision, calling the administration's actions an attack on fundamental and widely accepted international labour standards.

In a letter to Ballarat's chancellor and vice-chancellor, CAUT president Loretta Czernis and executive director James Turk warned that the administration's actions will have international repercussions.

"Your actions signal to us in Canada and to the international academic community as a whole that Ballarat is an institution that does not respect the basic employment and academic rights of its staff," they said. "This will have a serious impact upon your ability to recruit and retain qualified staff at a moment when the international competition for staff is intensifying." ■

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

Who Will Be Your President in 2011?



By LORETTA CZERNIS

WHO will be the president of your local association in 2011? If you plan well, it may be a faculty member who is junior today, or someone who is not even on the payroll in 2006. It could be a person with a young family who will help the academic staff association co-ordinate daycare on campus to ensure meeting times are covered for youngsters, and that meetings are held during the evenings only in emergencies.

Your association's 2011 president may well be an untenured faculty member who will recognize that advocacy for post-secondary staff rights cannot be put on hold for six years until one gets tenure — otherwise a significant proportion of academic staff will be disenfranchised from association leadership. Your 2011 president will see association members as colleagues united by common interests and goals under the canopy of the association.

The new colleagues — those who have joined your association in

the past five years and those who will be hired over the next five years — are the future of your association. They can bring energy, enthusiasm, new ideas and all types of skills. But they need to be made aware of the political significance of the academic staff association.

For some time CAUT has been monitoring the insidious ratcheting up of commercialisation in our post-secondary workplaces. Many of our newer colleagues now feel that if they do not publish as much and as quickly as possible, their careers will perish. It becomes more and more difficult for them to identify with the needs of other colleagues, and with the goals of the association as an advocacy organization for teachers, librarians, scholars, and in some cases, general staff.

In other words, our newer colleagues do not readily identify the academic staff association as representative of a vital sector within their community. When they have time for volunteer work, it seems much easier for many of them to find meaning in other kinds of worthy causes.

We have colleagues, for example, who volunteer at the local food bank or women's shelter, who

have never volunteered time to the association. The gratifications associated with working at food banks or shelters are immediate — you give food or beds to those in need. Other colleagues work with political or environmental organizations.

Our colleagues from equity-seeking groups are passionate defenders of their academic associations when given the chance to show what they can do. We are competing with many causes. The future of our universities depends on the participation of our newer colleagues, and this needs to be made clear to them.

Who will be the president of your local association in 2011? It will be someone who sees fellow colleagues as friends in the local community and not as competitors in a higher education marketplace. It will be someone who understands working for the faculty association is satisfying, not because it leads to greater monetary rewards or a higher career profile, but because it provides an opportunity to contribute to the long-term well-being of post-secondary education by advancing the interests of the staff, likely both academic and non-academic. ■

Becoming McUniversities



By FRANK FUREDI

BACK in the nineties, the author of the McDonaldization Thesis noted that soon the university will adopt many of the managerial models and practices associated with the spread of this hamburger chain. According to the American sociologist George Ritzer, new forms of quality control and consumer orientation would be integrated into the existing structure of the university. My initial reaction to Ritzer's thesis was that although it was a clever idea, the arrival of McUniversity was far off. Today, when virtually every university brochure, mission statement and web-site is indistinguishable from one another, I am not so sure. Of course, we don't quite do the same thing and we try to pursue our work in accordance with the demands of our discipline. However, the pressure towards homogenisation, standardisation and quantification works towards the constant diminishing of academic judgement.

We are increasingly forced to work according to rules and practices that do not derive from an academic culture but from a managerial one. The standardisation of evaluation procedures, benchmarking, auditing and quality assurance procedures all compel academics to work according to an externally imposed script. Today we need to ensure that their teaching is consistent with bureaucratically devised "learning outcomes." We do not yet have the equivalent of a "literacy hour," but it is only a matter of time before lecturers are advised to teach certain "key skills" at a designated time in the academic calendar. So how much scope is there for academic judgment? The answer is far too little.

Take the case of a recently appointed social science lecturer, whom I shall call Helen. Recently Helen was criticised for marking her exam scripts too harshly. When she protested and argued that she had marked the papers fairly, her head of department pointed out that her students achieved far higher grades on many of their other examinations. And indeed they had. So what are we to make of this incident? That Helen was a difficult and unfair examiner? That she needs to go on a staff development training course on student

appraisal? That the other markers were too lenient? Or as I would argue — it does not really matter if there are variations in marking practices as long as students understand what is expected of them on a specific course.

Of course advocates of McUniversity contend that students are entitled to have the same expectation of all their courses. Just as the customer knows what to expect when he or she purchases a Big Mac so a student should be able to anticipate the kind of service that will be delivered by her lecturer. From the standpoint of the managerial imagination it all makes a lot of sense.

The standardised delivery of services and predictable outcomes contribute to the efficiency of a business. However, academic disciplines and courses within a single discipline are not always directly comparable. And if they are then we have a big problem. An academic convenor of a course is entitled to teach in accordance with her interpretation of what constitutes the integrity of her subject matter. That different courses challenge students in different ways and expect different forms of engagement should not be a problem for students.

Part of their education is to learn to consciously choose (if there is a choice) courses. Indeed if some courses were not "hard" and others a "cinch" they would all be predictable ones.

Arguments about the need for "transparent process" are not about providing fair treatment for students but about helping managers manage. Worse still the auditing imperative works towards infantilising academic life. It is interesting to note that many people now express concern about the impact of these trends in pre-university education. Criticism has been voiced about the relentless pressure to test, the straightjacket of the national curriculum, and the construction of league tables. Yet when it comes to the university we are happy to accept similar practices and the erosion of the role of academic judgment. A university that subsists on templates is well on the way to becoming a McUniversity. ■

Frank Furedi is professor of sociology at the University of Kent at Canterbury, United Kingdom.

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LE MOT DE LA PRÉSIDENTE

Assurer la pérennité des associations

Par LORETTA CZERNIS

QUI assumera la présidence de votre association locale en 2011? Ce pourrait être, si vous planifiez bien votre relève, un membre du corps professoral en début de carrière ou quelqu'un qui n'est même pas en poste en 2006. Ce pourrait être aussi le père ou la mère d'une jeune famille qui aidera l'association de personnel académique à coordonner les services de garderie au sein du campus de sorte que ceux-ci soient offerts au personnel durant les heures de réunion et que les réunions ne soient tenues le soir qu'en cas d'urgence.

Il se peut très bien qu'en 2011 le président ou la présidente de votre association soit un professeur non titularisé conscient que la promotion des droits du personnel des établissements postsecondaires ne peut être mise en veilleuse pendant six ans jusqu'à ce qu'un employé obtienne sa permanence — sinon, une forte proportion des effectifs du personnel académique n'aura pas le droit d'accéder à la direction de leur association. Pour le président ou la présidente de 2011, les membres de votre association seront des collègues liés par une communauté d'intérêts et d'objectifs sous la protection de l'association.

Vos nouveaux collègues — ceux et celles qui ont adhéré à votre association ces cinq dernières années et ceux et celles qui seront embauchés au cours des cinq prochaines années — forment la relève de votre association. Ces gens seront certes porteurs d'énergie, d'enthousiasme, de nouvelles idées et d'une multitude de compétences, mais ils devront néanmoins être sensibilisés à l'important rôle politique de l'association de personnel académique.

L'ACPPU surveille depuis quel temps l'insidieuse escalade de la commercialisation dans nos établissements d'enseignement postsecondaire. Nos nouveaux collègues sont nombreux maintenant à penser qu'ils doivent publier à tout prix et le plus vite possible pour sauver leur carrière. Il devient de plus en plus difficile pour eux de s'associer aux besoins de leurs collègues ou d'adhérer aux objectifs de l'association en tant qu'organisme de défense des droits des professeurs, bibliothécaires, chercheurs et, dans certains cas, des membres du personnel général.

Autrement dit, nos nouveaux collègues n'identifient pas aisément leur association de personnel académique au porte-parole d'un secteur vital auprès de leur commu-

nauté. Lorsqu'ils ont le temps de faire du bénévolat, il semble beaucoup plus facile pour bon nombre d'entre eux d'œuvrer pour d'autres causes utiles.

Nous avons des collègues, par exemple, qui travaillent bénévolement à la banque d'alimentation ou au centre d'hébergement pour femmes de leur collectivité, mais qui n'ont jamais offert leurs services bénévoles à l'association. Travailler auprès de tels organismes procure une gratification immédiate — vous fournissez de la nourriture ou un gîte aux personnes dans le besoin. D'autres collègues se portent bénévoles auprès d'organisations politiques ou environnementales.

Nos collègues des groupes prônant l'égalité se révèlent de fervents défenseurs de leurs associations académiques lorsqu'ils ont la chance de mettre leurs compétences à profit. Nous avons la possibilité de contribuer à une foule de bonnes causes. Il nous faut faire passer un message clair à nos nouveaux collègues : l'avenir de nos universités est tributaire de leur participation.

Qui assumera la présidence de votre association locale en 2011? Ce

Voir LA PÉRENNITÉ à la page A6

HOMEWORK!

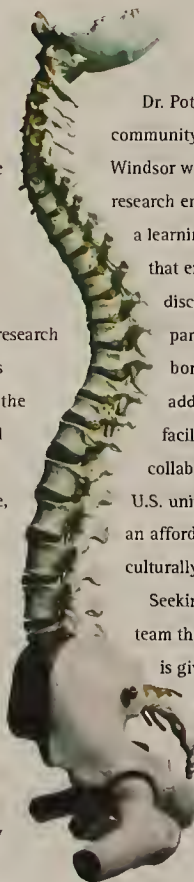
My Grandson & I

My grandson and I have birthdays within a week of each other. Some time ago, I was twelve times his age. Now I am only six times his age. How old is he now?

Homework! comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A8.

Joint venture?

MOST OF US GO ABOUT our daily lives without giving our backs a single thought. That is, until something goes wrong. That's what Kinesiology Professor Jim Potvin is working to prevent. His research into lower back problems focuses on such areas as the spine's biomechanics and the effect of cumulative loading. BakPak software, designed by him, is used by major automotive manufacturers and suppliers, and various government agencies in determining how much load can be handled safely. An ergonomically sound workplace is not a purely altruistic vision. It makes good business sense. In North America alone, workplace injuries result in billions of dollars in lost productivity each year.



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UNIVERSITY OF
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NEWS

Bishop's Governance Commission Formed

IN response to a request from the faculty council at Bishop's University, CAUT has established an independent commission on governance to assist the university community resolve differences about how Bishop's should be governed.

The three members of the commission are A. Wayne MacKay, past president of Mount Allison University, Kenneth McGovern, past president of Campion College at the University of Regina, and Anne Stalker, a professor of law at the University of Calgary.

The faculty council requested the formation of an independent commission last spring after more than 60 per cent of faculty members supported a motion of non-confidence in the university's principal. Following the vote, the council proposed a

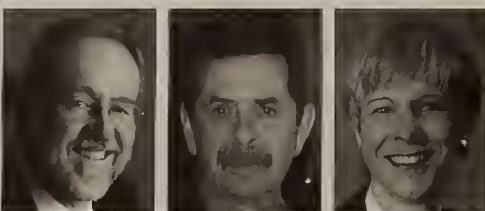
joint commission with Bishop's University Corporation, the institution's governing body. In the process of that negotiation, the corporation turned down the request.

Shortly after, the council asked CAUT to create the independent commission.

"We are hopeful that the knowledgeable and respected members of the commission can help the members of Bishop's University community as they attempt to find agreement on how to modify governance procedures," said CAUT executive director James Turk.

The commission hopes to meet with representatives of the faculty council and the corporation in the coming weeks. ■

Version française à la page A8.



Commissioners A. Wayne MacKay, Kenneth McGovern & Anne Stalker will review governance issues at Bishop's University.

Royaume-Uni : Victoire en faveur de l'équité salariale

UNE chargée de cours universitaire a remporté une victoire importante grâce à laquelle les professeurs à temps partiel des universités britanniques pourront obtenir d'être rémunérés à un taux équivalent proportionnel du salaire de leurs collègues à temps plein.

Susan Birch, chargée de cours à temps partiel à la Leeds Metropolitan University, a contesté devant les tribunaux sa rémunération insuffisante et son statut d'emploi précaire en invoquant le règlement de l'Union européenne 2000 concernant les travailleurs à temps partiel (soumis à un traitement moins favorable). Ce règlement établit à l'intention de ces travailleurs des normes minimales relativement aux taux de rémunération, à la participation au régime de pension et aux autres avantages sociaux, aux programmes de formation et à d'autres conditions de travail.

Au cours des sept années où elle a été chargée de formation d'enseignants et professeure d'anglais langue seconde, M^{me} Birch a enseigné plus d'heures que ses collègues à temps plein pour un moindre salaire.

Elle a décidé de poursuivre l'université en justice après avoir consulté de nouvelles dispositions législatives régissant l'embauche de travailleurs à temps partiel. Le syndicat des chargés de cours, le NATFHE, l'a pleinement appuyée tout au long de la procédure devant le tribunal du travail. Pour le syndicat, cette affaire était appelée à faire date et

pouvait signifier des gains importants pour des milliers d'employés rémunérés à l'heure.

L'université a accepté de conclure un règlement juste avant la tenue de la dernière audience. M^{me} Birch a reçu une somme de 25 000 livres sterling en dédommagement et a été nommée dans un poste à temps plein.

« Cette affaire reconnaît aux chargés de cours à temps partiel le droit à une rémunération proportionnelle égale à celle de leurs collègues à temps plein », a déclaré le secrétaire général du NATFHE, Paul Mackney.

« L'issue de cette affaire redonnera confiance et espoir aux milliers de chargés de cours mal rémunérés dans les secteurs de l'enseignement postobligatoire et supérieur. Plus de 40 % des professeurs d'université occupent des postes contractuels rémunérés à l'heure. Bon nombre d'entre eux touchent un salaire de pauvre, font face à l'insécurité d'emploi et souffrent de mauvaises conditions de travail — sans compter que, souvent, ils ne disposent même pas d'un bureau. »

Le NATFHE persévère dans ses efforts en vue d'en arriver à long terme à un système entièrement établi au prorata qui garantira aux employés à temps partiel une rémunération et des conditions de travail équivalentes à celles de leurs collègues à temps plein. ■

English on page A5.

NEWS ACTUALITÉS

Part-Time Lecturer Wins Precedent-Setting Victory

A UNIVERSITY lecturer has won an important settlement which may ensure that part-time British academic staff are paid a pro-rata equivalent to their full-time colleagues.

Susan Birch, who was employed on a part-time basis at Leeds Metropolitan University, challenged her inadequate pay and precarious job status using the European Union's Part Time Workers (Less Favourable Treatment) Regulations 2000. The regulations put in place minimum standards for rates of pay, access to pension and other benefits, training opportunities and other working conditions.

Birch worked as a teacher trainer and taught English as a second language for seven years, teaching more hours than her full-time colleagues for less pay.

She took the university to court after reading about new laws regulating the use of part-time workers. The lecturers' union, NATFHE, supported her through the three-year employment tribunal process, viewing it as a landmark case that could

represent major gains for thousands of hourly paid employees.

The university agreed to a settlement just before the case was due to go to a final hearing. Birch received £25,000 in compensation and was transferred to a full-time position.

NATFHE general secretary Paul Mackney said the case establishes that part-time lecturers are entitled to equal, pro-rata pay rates to full-time colleagues.

"This will bring confidence and hope to thousands of badly paid lecturers in further and higher education. More than 40 per cent of university teaching staff are on hourly-paid contracts. Many experience poverty pay, job insecurity and poor working conditions — often not even having a desk."

NATFHE is continuing to work on the long-term goal of a fully prorated system, where part-time staff are employed with equivalent rates of pay and working conditions to full-time colleagues. ■

Version française à la page A4.

Former CAUT Executive Director Receives Milner Award

CAUT's former executive director Donald Savage received the organization's Milner Memorial Award in November for distinguished contribution to the cause of academic freedom.

"The award signals Don's commitment to academic freedom in the spheres of scholarly work, the law and international relations," said William Bruneau in citing the award on behalf of CAUT's Academic Freedom and Tenure Committee, which unanimously recommended the recognition.

Bruneau said Savage, who retired in 1997 after 27 years with CAUT, played a key role in strengthening academic freedom within the academic community.

"In national academic life, Don's contributions go back at least 40 years, but beyond and behind this work lies a quarter-century of energetic action on behalf of academic freedom, carried on as executive director of CAUT," Bruneau said, noting the day-to-day service to individuals and local associations in the academic community.

"At the international level, Don's commitment to academic freedom began with his scholarly work on labour unions in east Africa, and then in the 1980s and 1990s his highly visible role in UNESCO, where he played a crucial role in that organization's adoption of strong policy on rights of higher education teaching personnel," he added. "In the past half-dozen years he has continued and extended that work for academic freedom through documents and interventions in the International Labour Organization."

The work he started four decades ago goes from strength-to-strength, Bruneau said, adding that "many an



Nov. 26 — Donald Savage addresses CAUT Council after receiving award.

academic freedom clause in member associations' collective agreements owes something to Don's work."

The award is named after James Milner, a former chair of CAUT's Academic Freedom and Tenure Committee. The award is presented to an individual for "actions undertaken on behalf of academic freedom,

or writings which contribute significantly to an understanding and strengthening of academic freedom in the Canadian community."

Savage is the 10th person to receive the award since it was first established by CAUT in 1969. ■

Version française à la page A6.

Private College Deal Derailed

From PAGE A1

would benefit the university by bringing more diversity to the student body and generating additional revenue. Officials also point out that IBT has established 13 private college partnerships with 11 universities in Australia, one in England and one in Kenya.

But opponents of the plan point to serious problems that have emerged in countries like Australia where universities have come to rely on international students to make up for

shortfalls in government funding.

"Australia's universities are facing serious criticisms that they've cut corners and compromised academic standards to attract international students," said CAUT associate executive director David Robinson.

He said a government-financed study released in 2004 concluded that in aggressively pursuing foreign students, Australia's universities are being "forced to raise their bell curve to achieve some passing grades or else lower their minimum expectations." ■

Grève évitée à l'Université de Sudbury

L'université et le syndicat parviennent à une entente.

LE 22 janvier dernier, l'Université de Sudbury et le syndicat représentant le personnel académique ont conclu une entente de principe sur un contrat de travail de trois ans, écartant ainsi la grève prévue pour le lendemain. Les négociateurs des deux parties en sont arrivés à un règlement après deux jours de négociations continues.

Selon le président du syndicat, Réal Fillion, l'entente répond à une grande partie des attentes du syndicat. « La détermination avec laquelle nos membres étaient disposés à faire la grève a démontré à l'université que nous revendiquions rien de moins que des changements appréciables », a déclaré M. Fillion. « La position de l'employeur a beaucoup évolué vers la fin des discussions, et nous avons pu ainsi atteindre bon nombre de nos objectifs. Nous sommes heureux d'avoir finalement réussi à faire comprendre nos revendications à la direction de l'université et d'avoir écarté la menace de grève. »

La nouvelle convention prévoit notamment une augmentation sala-



riale de 5,5 % pour chacune des trois années du contrat, des augmentations annuelles des tarifs des honoraires du personnel académique contractuel, la rémunération du premier congé sabbatique égale à 100 % du salaire, la disponibilité d'un ordinateur personnel à l'université, la bonification

des indemnités de perfectionnement professionnel, des frais de déménagement et des honoraires en cas d'annulation des cours pour le personnel académique contractuel, des dispositions concernant les procédures de conversion des postes à durée limitée, ainsi que des nouvelles dis-

positions relatives au congé pour activités professionnelles accordé au président du syndicat.

Les membres du personnel académique de Sudbury ont accepté les dispositions du nouveau contrat lors d'un vote tenu le 8 février.

Les 36 professeurs et bibliothé-

caires à temps plein et à temps partiel de l'Université de Sudbury forment une unité de négociation distincte au sein de l'Association des professeurs de l'Université Laurentienne. ■

English on page A6.

Scepticism part of academic freedom

"Inherent in the modern concept of academic freedom is a scepticism about revealed or received truth and about authority founded on it. It is rooted in the Enlightenment as well as in the realization, earned in the course of two centuries of religious wars in Europe, that exclusive claims to truth are murderously disruptive not only of society but also of intellectual work."

— Michiel Horn, *Academic Freedom in Canada* (pp.4-5)

Support academic freedom.

If you value academic freedom, please make a donation to the Harry Crowe Foundation — a charitable foundation set up by CAUT with a mandate to undertake education and research on freedom of academic expression, institutional autonomy and the independence of university research.

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NEWS

Contract Signed

University of Sudbury & union reach agreement, strike averted.

THE University of Sudbury and the union that represents its academic staff reached a tentative agreement on a three-year contract Jan. 22, averting a strike planned to begin the next day. The settlement was reached after two days of around-the-clock bargaining between university and union negotiators.

Union president Réal Fillion said the agreement met many of the union's goals.

"Our members' willingness to strike sent a clear message to the university that we needed more than marginal progress in our discussions," Fillion said. "There was a lot of movement from the employer in the end and we were able to realize many of our objectives. We're pleased our message was finally received by the university and a strike was averted."

Highlights of the new agreement include a 5.5 per cent salary increase in each of the three years, yearly increases to contract academic staff stipends, first sabbaticals at 100 per cent salary, use of a university personal computer, improvements to professional development allowances, moving expenses and course cancellation fees for contract academic staff, conversion language for limited-term appointments and new language on release time for the union president.

Sudbury's academic staff voted to accept the terms of the new contract Feb. 8. ■

Sudbury's 36 full and part-time teachers and librarians are a separate bargaining unit within the Laurentian University Faculty Association.

Version française à la page A5.

Hommage rendu à un ancien directeur général

EN novembre dernier, l'ACPPU a décerné le prix commémoratif Milner à un ancien directeur général de l'association, Donald Savage, pour sa contribution remarquable à la cause de la liberté académique.

« Le prix souligne l'engagement de Don envers la liberté académique dans les domaines de la recherche, du droit et des relations internationales », a déclaré William Bruneau en remettant le prix au nom du Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU, dont les membres ont recommandé à l'unanimité la nomination du lauréat.

Dans son éloge, M. Bruneau précise que M. Savage, retraité en 1997 après 27 ans de service auprès de l'ACPPU, a joué un rôle de premier plan dans le renforcement de la liberté académique au sein de la communauté universitaire.

« Outre son apport remarquable à la vie universitaire canadienne pendant quelque quarante années, Don s'est consacré corps et âme à la cause de la liberté académique tout au long des 25 années où il a été directeur général de l'ACPPU », a raconté M. Bruneau en mettant en valeur le service que M. Savage offrait au quotidien aux membres et aux associations locales de la communauté universitaire.

« Sur le plan international, Don a commencé à investir ses efforts en faveur de la liberté académique lorsqu'il a mené ses travaux d'érudition

sur les organisations syndicales en Afrique de l'Est, et puis dans les années 1980 et 1990 lorsque, en tant qu'expert bien en vue à l'UNESCO, il a joué un rôle moteur dans les travaux qui ont amené cet organisme à adopter une politique érigée sur les droits du corps enseignant des établissements d'enseignement supérieur », a ajouté M. Bruneau. « Au cours des six dernières années, il a poursuivi et poussé encore plus loin ses recherches sur la liberté académique dans ses écrits et ses interventions à l'Organisation internationale du travail. »

Les travaux qu'il a entrepris il y a quatre décennies n'ont jamais cessé de progresser, a fait observer M. Bruneau. « À preuve, bon nombre des clauses régissant la liberté académique dans les conventions collectives des associations membres découlent en partie des travaux de Don. »

Créé en l'honneur de James Milner, un ancien président du Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU, ce prix vise à rendre hommage à une personne « pour des actions entreprises au nom de la liberté académique ou pour des écrits qui contribuent de manière marquée à mieux faire comprendre et à renforcer la liberté académique dans la collectivité canadienne ».

M. Savage est le dixième lauréat de ce prix que l'ACPPU a créé en 1969. ■

English on page A5.

Assurer la pérennité des associations

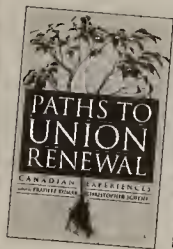
ES Suite de la PAGE A3

sera quelqu'un qui considère ses collègues comme des amis au sein de la communauté locale et non pas comme des concurrents sur le marché de l'enseignement supérieur. Cette personne saura reconnaître à quel point le travail auprès de l'association de personnel académique

est gratifiant, non pas parce qu'il s'accompagne de récompenses pécuniaires plus généreuses ou d'un profil de carrière plus impressionnant, mais parce qu'il procure l'occasion de contribuer au bien-être à long terme de l'enseignement post-secondaire en servant les intérêts du personnel tant, peut-être bien, académique que non académique. ■

BOOKSHELF COIN DES LIVRES

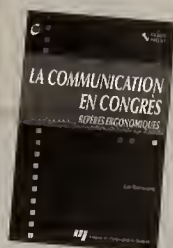
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Paths to Union Renewal: Canadian Experiences

Pradeep Kumar & Christopher Schenk, eds.
Peterborough, Ontario: Broadview Press, 2005;
336 pp; ISBN: 1-55193-058-7, paper \$29.95 ca.

This new book focuses on the efforts and progress of union revitalization and organizing, and documents the renewal initiatives undertaken by unions in Canada. Unions, separately or in coalition with other unions or social groups, have begun to reexamine the basis of their organization and activity in the face of a harsher economic and political climate. Signs of union renewal include increased rank-and-file participation in the life of the union, increased democratic decision-making, evidence of new horizontal union structures, the development of a worker-centred societal vision, and a new emphasis on organizing both internally and externally. A key impetus for this reexamination has originated in the United States where the decades-long union decline has engendered new ideas adopted by a number of unions and the national central labour body the AFL-CIO. This in turn has led to debates on renewal strategies in Western Europe and Anglo-Saxon countries from Britain to Australia. Despite this, little detailed research of the processes, structures and implications of union renewal has been undertaken across Canada. *Paths to Union Renewal* fills this gap.



La communication en congrès : Repères ergonomiques

Luc Desnoyers. Québec: Presses de l'Université du Québec, 2005; 472 p.; ISBN: 2-7605-1338-6, non défini 69 \$ CAN.

Dans *La communication en congrès*, le professeur Luc Desnoyers étudie les mille et une facettes de cet exercice de haute voltige et propose quantité d'exemples et de conseils aux scientifiques désireux de faire passer adéquatement leur message, tout en s'assurant l'attention de leur public. Car, comme le note l'auteur, la communication en congrès est un art et un défi : « la présentation performante d'un an de travail, dans les quinze minutes qui vous sont allouées lors d'un congrès, relève de la prouesse. » Du choix des images au traitement graphique des données, en passant par les conditions sonores, visuelles et techniques des salles de conférence, Luc Desnoyers appose sa vision d'ergonomie à la problématique soulevée. Pour ce faire, il s'appuie sur les données de la sémiologie et du design graphique autant que des apports des différentes disciplines concernées par la communication, et les situe dans une approche d'analyse ergonomique afin d'établir quelles sont les conditions requises pour que la communication atteigne sa cible. Cet ouvrage comprend un cd-rom.



Jean Coulthard: A Life in Music

William Bruneau & David Gordon Duke. Vancouver: Ronsdale Press, 2005; 216 pp; ISBN: 1-55380-023-0, paper \$22.95 ca.

Jean Coulthard demonstrated that a Canadian woman could be a successful professional composer, whose music was, and still is, played extensively in concert halls across Canada and internationally. Through her seven-decade career she composed in every genre of traditional classical music: opera, symphonies, concert, chamber music, keyboard, voice and choir. Coulthard's story was more than that of artist and teacher. She made a place for herself in a male-dominated university and, as a westerner, she fought for the artists of her community. As a traditionalist she upheld aesthetic values she believed important for her and her audience. This insightful biography shows that behind the productivity and the contented family life, there were intriguing personal and professional friendships, international travel and cultural politics. She knew and learned from Bartók and Schoenberg, yet in the end, she went her own Canadian way. The Coulthard story is deeply interconnected with 20th century Canadian art, and with the rise of Vancouver from provincial outpost to Pacific Rim metropolis.

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A Manual for Whistleblowers



Whistleblowing around the World: Law, Culture and Practice

Richard Calland & Guy Dehn, eds. Cape Town, South Africa: Open Democracy Advice Centre & London: Public Concern at Work, 2004; 224 pp; ISBN: 1-919798-56-0, paper £25.

By BRENDA GALLIE

WHISTLEBLOWING is defined as "raising a concern about wrongdoing within an organization or through an independent structure associated with it." An employee who is concerned about some wrongdoing can stay silent, blow the whistle internally, blow the whistle externally, or leak the information anonymously. The true whistleblower acts in the interest of society with no possibility of personal gain, and commonly suffers personal harm for revealing the truth.

Richard Calland of the Open Democracy Advice Centre in Cape Town and Guy Dehn of Public Concern at Work in the U.K., lead world experts and important whistleblowers to produce a fascinating, timely and well-balanced book.

Analysis of policy approaches to whistleblowing in the United States, Britain, Australia, South Africa and Japan — provided on CD — shows new recognition of the need to protect whistleblowers, but it is clear that the best-intentioned laws can be undermined by a culture of self-interest.

Most discouraging is the reversal, in practice by the judiciary in the U.S., of otherwise excellent law intended to protect whistleblowers.

This book brings together stories by four whistleblowers from around the world. The authors describe the difficult choices they made. They reveal what worked, what did not, and why, and the immediate and

long-term consequences of their actions.

These and other examples show that ordinary people do not study or plan whistleblowing before they are confronted with difficult choices. They recognize a potential harm and sense a fundamental responsibility to avoid risk for others. Sounding the warning internally often results in just the opposite from what the naïve whistleblower expects — the institution may deny any wrongdoing and retaliate against the whistleblower, now perceived as a threat.

Only later may the whistleblower become aware of much larger issues and layers of complexity that were not apparent. The would-be whistleblower needs yet more courage to choose to stand for societal good rather than succumb in order to reduce self-risk. But at this stage silence and self-protection are no longer options.

Ultimately optimistic, this book should be read by university students and all citizens. It provides invaluable documentation, teaching that nothing is more powerful than the truth and that organizations benefit when employees have an alternative to silence. ■

Brenda Gallie is professor of ophthalmology, molecular and medical genetics and medical biophysics at the University of Toronto and head of the retinoblastoma program at the Hospital for Sick Children. She first recognized the importance of whistleblowing as a fundamental social safety net when a scientist under her leadership blew the whistle on the potential harm of a drug being tested on children involved in an industry-sponsored clinical trial.

BC HR Tribunal Dismisses Discrimination Complaint

From PAGE A1

Both Maughan and the other student — not named in the complaint or civil action — subsequently enrolled in a UBC graduate English class taught by Lorraine Weir.

In March 2001 Weir, following consultation and approval by all students in the course, scheduled a class for a Sunday at the other student's home. Maughan later complained of the schedule and the venue, because the class was on a Sunday and because of the location.

The tribunal noted that Maughan acknowledged she did school work on Sundays and did not regularly attend church, but felt that attending the Sunday seminar violated her religious beliefs.

In October 2002 Maughan launched the \$18-million lawsuit against UBC, Weir and three other professors.

The lawsuit then became the subject of a September 2003 article in the *CAUT Bulletin*. The lawsuit was also discussed at a 2004 conference at UBC, hosted by the UBC Faculty Association and CAUT, and

later covered in the faculty association's newsletter.

Maughan alleged that those events constituted continuing discrimination against her and she filed the human rights complaint naming UBC, the four professors named in the original suit as well as CAUT and the UBC Faculty Association.

Tribunal member Judy Parrack dismissed the human rights complaint in its entirety, finding some of the allegations were beyond the Human Rights Code's six months time limit and those that weren't — the publication by the UBC Faculty Association and the UBC conference — did not constitute discrimination.

"Ms. Maughan seems to suggest that if an individual responds to, or speaks of, an allegation of discrimination, that response serves to further the discriminatory conduct and thus constitutes a continuing contravention of the Code," Parrack wrote in her decision released Jan. 20.

"With respect, I disagree. If Ms. Maughan were correct, it would mean that no respondent could defend or

speak about allegations made against him or her in a public document."

Maughan had alleged she was discriminated against by having her case discussed at the conference without being given an opportunity to speak. However, Parrack found that Maughan had not asked to speak at the conference and therefore had not been denied the ability to do so.

"Before the publication of the [conference] agenda, Ms. Maughan had filed a civil action against UBC and others," Parrack continued. "It raised issues of importance to Ms. Maughan and to the named respondents. They are issues of importance to the academic community."

"Ms. Maughan should have expected the issues raised in her action to be the topic of discussion within the academic community. Engaging in this discussion does not, in my view, lead to the conclusion that those who spoke at the conference on this issue were doing so with the intention to discriminate against Ms. Maughan or to expose her to hatred or contempt because of her religion." ■

Give of your time. Help fight stress.

CAUT's occupational stress survey launched this month will identify trends and help develop policies to improve working conditions for Canadian academics. A sample of 6,000 academics has been selected to take part in the online survey being hosted by InfoPoll.com. The national stress survey is important and CAUT urges anyone asked to participate to give some of their time.

>>> CAUT

NEWS ACTUALITÉS

Bishop's : une commission sur la gouvernance

EN réponse à une demande du conseil du corps enseignant de l'Université Bishop's, l'ACPPU a établi une commission indépendante sur la gouvernance en vue d'aider la communauté universitaire à résoudre les différends concernant le régime de gouvernance à instaurer à Bishop's.

Les trois membres de la commission sont A. Wayne MacKay, recteur sortant de l'Université Mount Allison, Kenneth McGovern, recteur sortant du Carleton College à l'Université de Regina, et Anne Stalker, professeure de droit à l'Université de Calgary.

C'est au printemps dernier, à l'issue d'un vote où plus de 60 % des membres du personnel académique ont approuvé une motion de blâme à l'endroit du recteur de l'établissement que le conseil du corps enseignant a demandé à la Corpo-

ration de l'Université Bishop's (l'organe de direction de l'établissement) de constituer, en collaboration avec le conseil, une commission indépendante. La corporation a toutefois repoussé la demande.

Peu de temps après, le conseil a demandé à l'ACPPU d'établir la commission indépendante.

« Nous avons bon espoir que les membres avertis et respectés de la commission pourront aider tous les intervenants au sein de l'Université Bishop's à s'entendre sur les révisions à apporter aux méthodes de gouvernance », a déclaré le directeur général de l'ACPPU, James Turk.

La commission compte rencontrer les représentants du conseil du corps enseignant et de la corporation dans les prochaines semaines. ■

English on page A4.

Un tribunal rejette une plainte de discrimination

EN Suite de la PAGE A1

M^{me} Maughan s'est ensuite plainte de ce que le cours soit donné le dimanche et à l'extérieur du campus.

Dans sa décision, le tribunal souligne que M^{me} Maughan a reconnu qu'il lui arrivait effectivement de faire ses travaux universitaires le dimanche et qu'elle n'allait pas à l'église régulièrement, mais que, pour elle, assister à un séminaire le dimanche contrevient à ses croyances religieuses.

En octobre 2002, la plaignante a intenté une poursuite de 18 millions de dollars contre l'UBC, Lorraine Weir et trois autres professeurs.

Le litige a fait l'objet d'un article du *Bulletin* de l'ACPPU en septembre 2003, a été débattu à la conférence que l'association des professeurs de l'UBC et l'ACPPU ont tenue à cette université en 2004, puis a été traité dans le bulletin d'information de l'association des professeurs.

M^{me} Maughan a allégué que ces événements constituaient une forme de discrimination persistante à son endroit. Elle a donc déposé une plainte relative aux droits de la personne dans laquelle elle citait l'UBC, les quatre professeurs cités

dans la première poursuite, de même que l'ACPPU et l'association des professeurs de l'UBC.

Le membre du tribunal président à l'audience, Judy Parrack, a rejeté cette plainte dans sa totalité en faisant valoir que les faits allégués échappaient pour la plupart à l'application des dispositions du Code relatives au délai de six mois et que ceux qui n'y échappaient pas — la publication de l'association des professeurs de l'UBC et la conférence tenue à l'UBC — ne constituaient pas de la discrimination.

M^{me} Maughan semble laisser entendre que le fait pour une personne d'évoquer une allégation de discrimination ou d'y répondre contribue à perpétuer la conduite discriminatoire et, par conséquent, constitue une violation continue du Code [des droits de la personne], écrit M^{me} Parrack dans sa décision rendue le 20 janvier dernier.

« En toute déférence, je ne saurais être d'accord. Selon l'interprétation de M^{me} Maughan, aucun intimé ne pourrait ni réfuter ni évoquer des allégations portées contre lui ou elle dans un document public. »

Entre autres allégations, M^{me} Maughan a avancé qu'il y avait eu discrimination à son endroit parce

que sa cause avait fait l'objet de discussions à la conférence où elle n'avait pas eu la possibilité de prendre la parole. Ce à quoi, cependant, M^{me} Parrack a répliqué que la plaignante n'avait fait aucune demande en ce sens et que, par conséquent, elle n'avait pas été privée de la possibilité de le faire.

Et M^{me} Parrack de poursuivre : « Avant la publication de l'ordre du jour [de la conférence], M^{me} Maughan avait intenté contre l'UBC et d'autres intimés une action au civil qui soulevait une ou des questions d'importance pour la plaignante et pour les intimés cités. Ce sont là des questions d'importance pour l'ensemble de la communauté universitaire. »

« M^{me} Maughan aurait dû s'attendre à ce que les questions soulevées en l'espèce deviennent un sujet de discussion au sein de la communauté universitaire. À mon sens, prendre part à une telle discussion ne conduit pas à conclure que les personnes qui ont parlé de cette question à la conférence l'ont fait dans l'intention d'exercer de la discrimination à l'endroit de M^{me} Maughan ou de faire preuve de haine ou de mépris à son égard en raison de sa religion. » ■

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Answer to Homework!

From page A3, He is 11 years old. Let a be the lad's present age and d be the number of years between now and the earlier comparison. Then $12(a - d) = 6a - d$, so that $6a = 11d$. Since $6a$ is a multiple of 11, a must be as well. The only possibility from the context is that $a = 11$.

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● **ACCOUNTING** — University of Waterloo. The School of Accountancy at the University of Waterloo, Canada, invites nominations and applications for the position of Director, effective July 1, 2006. The successful candidate will help the School to reach a new level of excellence in research and to build relationships in the broader corporate community, while maintaining its tradition of outstanding teaching. Candidates should be proven leaders in a professional, corporate, or academic setting, committed to transparency and inclusivity, and have strong interpersonal, communication, and motivational skills. Other desirable attributes include a commitment to professional education, knowledge of university culture, administrative competence, and a successful record of scholarship. The School is a Canadian leader in accounting education and research, with a record of service to the profession and academia. The School's scope is expanding, with new programs in financial management, computing and finance, and information systems assurance. Applications to our undergraduate cooperative education programs exceed 2000 for approximately 215 places. The School also has highly successful Master's of Accounting, taxation, and Finance programs, and a doctoral program that has produced outstanding accounting PhDs. New premises are scheduled for completion in 2007. More details about the University, the School, and the position are available from: accounting.uwaterloo.ca. The Selection Committee will begin reviewing applications immediately. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Send applications or nominations in confidence to Professor R. Kerton, Dean, Faculty of Arts,

University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 746-4147. For other communications, please contact Brenda Smith: bsmith@uwaterloo.ca.
 ● **ANGLAIS LANGUE SECONDE** — Université d'Ottawa. L'Institut des langues secondes recherche un(e) professeur(e) de langue II/IV d'anglais langue seconde pour un poste menant à la permanence. La date d'entrée en fonction est prévue pour le 1^{er} juillet 2006. Le poste comprend une charge complète d'enseignement (sept cours de 3 crédits), une composante de recherche ainsi que des fonctions administratives. Pour être admissible, les candidats doivent détenir au minimum une MA ou MEd en enseignement de l'anglais langue seconde (TESL) en didactique des langues ou en linguistique appliquée (spécialisation en enseignement des langues secondes) et posséder une expérience minimale de 2 ans d'enseignement de l'anglais langue seconde au niveau universitaire. Une formation en grammair et en expression écrite et développement du matériel pédagogique serait un atout. Le salaire est déterminé selon les dispositions de la convention collective. Toutes les personnes qualifiées sont encouragées à postuler. Toutefois, cette offre s'adresse à des personnes aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, veille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances dans leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. Les candidatures incluant un curriculum vitae et trois lettres confidentielles de recommandation, envoyées sous pli séparé, doivent parvenir à: Dr. Robert Courchene, Directeur Intérimaire, Institut des langues secondes, Université d'Ottawa, 600 Avenue King Edward, Ottawa (Ontario) K1N 6N5. Tél.: (613) 562-5359. Téléc.: (613) 562-5126. Courriel: rcat@uottawa.ca. Date

limite pour la soumission des candidatures: le 31 mars 2006.

● **ANTHROPOLOGY** — Dalhousie University. The Department of Sociology and Social Anthropology, Dalhousie University invites applications for a three year limited term appointment at the Assistant Professor level, effective July 1, 2006, subject to budgetary approval. The Department specializes in teaching and scholarship with a focus on the areas of health, justice, and work and development. We are looking for a candidate prepared to teach some of the following core courses, including Introduction to Anthropology, Qualitative and Field Methods, and History of Anthropological Theory. Additional desirable courses could include Social Change and Development, Continuity and Change in Rural Societies, Rethinking Culture and Class, and other courses in the Department's focus areas. Candidates may also be expected to have some involvement in graduate programmes. Applicants must possess a PhD degree in Anthropology and have some university level teaching experience. Applicants should send a letter of application, an up-to-date curriculum vitae, evidence of teaching competence, and should arrange to have three letters of recommendation sent to: Dr. Christopher Murphy, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 4P9. The deadline for receipt of applications is February 28, 2006. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Dalhousie University is an Employer/Employee Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

● **ANTHROPOLOGY** — Saint Mary's University. The Department of Anthropology at Saint Mary's University seeks to make a contractually-limited appointment in the sub-field of Archaeology. This appointment is for nine months and will be filled as a seasonal appointment at the rank of Lecturer or Assistant Professor. Applicants should

have a PhD (or be near completion), preference will be given to candidates with teaching experience for courses such as our Introduction to Archaeology, Prehistory of Canada, World Prehistory and Method and Theory in Historical Archaeology. To obtain more information about our university and department please visit our web site at www.stmarys.ca. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness and a statement on teaching, graduate school transcripts, and the names of three referees, and any other material they deem relevant. The above documents should be sent to: Dr. Stephen Davis, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic application may be submitted to Ms. Monica Lewis: monica.lewis@smu.ca. Applications will be considered until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research.

● **ART & DESIGN** — University of Alberta. The Department of Art and Design invites applications for a nine-month seasonal appointment in the history of art, design and visual culture, to teach in the areas of Ca-

nadian art history and the history of photography in the fall and winter terms of 2006-2007. Candidates should have a PhD and teaching experience, but applications from ASD students will be considered. The appointment will commence either August 1st or September 1, 2006. Please visit our website at <http://www.ualberta.ca/ARTDESIGN/>. Please submit a curriculum vitae, cover letter and at least two references by March 31, 2006 to: Professor Liz Ingham, Department of Art and Design, University of Alberta, 309 Fine Arts Building, Edmonton, Alberta, Canada, T6G 2G9. The position will be filled when a suitable candidate is identified. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

● **AUDIOLOGY** — The University of Western Ontario. The School of Communication Sciences and Disorders of the Faculty of Health Sciences at the University of Western Ontario invites applications for an externally funded faculty position (up to 5 years, renewable) as a clinical lecturer/supervisor in Audiology. Academic rank and salary will be commensurate with applicant's qualifications. Duties include student practicum training and supervision in Audiology, carrying a general caseload of assessment and treatment of hearing disorders in children and adults, teaching clinical aspects of Audiology, participation in ongoing research activities, clinical resource management, and administrative duties associated with clinical practicum and service within the School and Faculty. Candidates must hold a Masters degree in Audiology or Doctorate of Audiology (AuD) and 21 hold or be eligible for licensure by the College of Audiologists and Speech Language Pathologists of Ontario. Strong inter-

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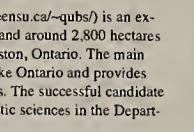
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■ **CHEMICAL ENGINEERING** – McMaster University. The Department of Chemical Engineering is seeking an outstanding individual for a tenure-track position at the level of Associate Professor. The successful candidate will have a PhD in Chemical Engineering and a minimum of 5 years of professional engineering experience in the area of chemical engineering and nanotechnology. Applicants should have a PhD in Chemical Engineering and have research interests in areas related to the application of chemical engineering principles to the development of new materials. The successful candidate will be expected to contribute to teaching in the areas of chemical engineering and nanotechnology with our graduate and undergraduate students and to carry out a strong research program. The position offers the opportunity to work for a vibrant and growing research group, which has strong collaborations with the faculty of Health Sciences. We are interested in applications from individuals with research across Departments and Faculties. Applicants should send a letter of application, curriculum vitae, and a short written statement of teaching and research interests, a selection of research publications (including a list of co-authors and e-mail addresses) (with postal and email addresses). Registration, or eligibility for registration, by the Professional Engineers Association of Ontario (PEAO) is considered an asset. Please send the application materials to the attention of Dr. Andrew Hay, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. All qualified candidates will be considered for an interview. Canadian and Permanent Residents will be given priority. McMaster University is an equal opportunity employer and seeks to recruit within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities. Applications will be accepted on an ongoing basis. Applications received after the position has been filled. For more information about the department, please visit our website: <http://www.che.mcmaster.ca>

■ **CHEMISTRY** – University of Prince Edward Island. The University of Prince Edward Island invites applications for a full-time position in Chemistry for consideration for a 10 month sabbatical replacement position in Inorganic Chemistry. The successful candidate will be expected to contribute to teaching and research in the area of inorganic chemistry. The position is located in Charlottetown, PEI. For more information about the position, please visit our website: <http://www.upei.ca/chemistry>



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mental web page at <http://www.upsu.ca/education>. Completed applications will consist of a curriculum vitae and a statement of the applicant's teaching philosophy and experience. Applicants must also arrange for letters from three referees to be sent directly to the address below. To receive full consideration, completed applications should be received by March 31, 2006. However, applications will be accepted until the position is filled. The University of Prince Edward Island is committed to gender equality in employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries and applications should be sent to the Department of Chemistry, Chair, Department of Chemistry, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE C1A 4P3, phone: (709) 338-2222.

STY - MSc 0258639431, email sam@mcgill.ca; **PhD** 0258639431, email sam@mcgill.ca. Applications are invited for a tenure track Assistant Professor position in Green Chemistry. Applicants from non-chemistry backgrounds are particularly candidates meeting Canada Research Chair (Tier I or II) conditions, may be considered. Candidates should have a PhD degree with postdoctoral experience in Organic Chemistry, proven research ability and a strong commitment to teaching. The Department is particularly interested in applicants who are candidates specializing in Green synthesis, however, candidates with strong research interests in other areas of chemistry are encouraged to apply. The successful candidate will be expected to teach undergraduate and graduate students and to establish a vigorous research program. Review of applications will begin immediately, and will continue until April 1, 2008. The anticipated starting date is September 1, 2008. Information about McGill University and the Department of Chemistry can be found on our Website at <http://www.chemistry.mcgill.ca>. All candidates must register on-line at <http://www.chemistry.mcgill.ca/greensearch/> and send hard copies of curriculum vitae and three research proposals, a statement of teaching experience and interests, and letters of recommendation to: Dr. Samir Z. Durrani, Department of Chemistry, 3605 Avenue West, Montreal, Quebec H3A 2K6, Canada. In accordance with the Canadian employment and immigration laws, no advertisement is directed to Canadian citizens and permanent residents of Canada, howsoever they may be employed by the university. Only those candidates who are not Canadian citizens will be considered. McGill University is committed to equity in employment.

CHEMISTRY – MSc & PhD The Department of Chemistry at St. Mary's University seeks a candidate to teach and supervise MSc and PhD students for a new University Faculty Award (UFA). Qualified applicants in all areas of Chemistry with a very strong research background are encouraged to apply. Successful candidates will demonstrate excellence in teaching, a demonstrated ability to lead students, and a strong commitment to enthusiasm for this activity would be highly desirable. To be eligible, you must be a Canadian citizen or a permanent resident of Canada by the nominal closing date of November 1, 2007.

CAREERS CARRIERS

Aboriginal person who holds a doctorate degree or expects to have completed all the requirements for such a degree, including the thesis defense, by the proposed date of appointment. Further details can be found at NSERC's website, http://www.nserc.gc.ca/af_e.asp?nav=nav010007. The award holder will be offered a probationary tenure-track appointment at the rank of Assistant Professor, conditional upon being awarded a UFA. The deadline for nominations to NSERC is November 1st, 2006. The deadline for submitting applications to Saint Mary's University is May 15th, 2006. Applications should include a curriculum vitae, copies of résumés, a letter of recommendation from a professor, a completed NSERC Application form (Form 1011 as well as an NSERC Personal Data Form (Form 100), and the names and addresses of three referees. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applications for the above positions should be sent to: Dr. Robert Singer, Department of Chemistry, Saint Mary's University, 523 Robt. Street, Halifax, Nova Scotia, B3H 3C3, Fax: (902) 420-2621; e-mail: robert.singer@smu.ca.

CHEMISTRY – Saint Mary's University, Halifax, is seeking applicants for a nine month term position to teach Inorganic and Introductory Chemistry. The successful applicant may also be asked to contribute to laboratory teaching at the first year level. The successful candidate must possess a minimum MSc in Inorganic Chemistry and relevant teaching experience. The position will commence in September 2006. Applications should be submitted by May 15th and include a curriculum vitae and the names of three referees. The position will remain open until filled. Although candidates of all nationalities are encouraged to apply for the term position, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applications for the above positions should be sent to: Dr. Robert Singer, Department of Chemistry, Saint Mary's University, 523 Robt. Street, Halifax, Nova Scotia, B3H 3C3, Fax: (902) 420-2621; e-mail: robert.singer@smu.ca.

CIVIL ENGINEERING – University of Waterloo, The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in river hydraulics and watershed management. The person would have expertise in ecohydraulics with an emphasis on rehabilitation of watersheds and watercourses in urban environments. Experience in model development, GIS applications, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil Engineering primarily composed of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication

skills and the ability to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail to: Professor Leo Rotherberg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

COMMUNICATION – Simon Fraser University. The School of Communication at Simon Fraser University invites applications for a tenure-track position at the rank of Assistant Professor in the area of media, culture and technology. The successful candidate will have research and teaching interests and experience in two or more of the following areas: media history, new media, research design, popular culture, politics and the global city, democratic communication, and social movements. Candidates should have a PhD in communication, or a cognate field, with demonstrated skill in undergraduate teaching. Candidates will be expected to mentor, supervise and teach graduate students, and to participate in the governance and affairs of the School. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All appointments are subject to budgetary authorization. Under the authority of the University Act, personal information that is required by the University for academic appointment details will be collected. For further details see http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.htm. Applications should include a CV, a statement of research and teaching interests, and a sample of published work for a work prepared for publication. Letters from three referees should be sent directly to the School. Applications are received by Tuesday February 28, 2006, addressed to: Dr. Marlie Labe, Director, School of Communication, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6, Canada, www.sfu.ca/communication/.

COMMUNICATION SCIENCES & DISORDERS – The University of Western Ontario. Applications are invited for the position of Director, School of Communication Sciences and Disorders, the Faculty of Health Sciences. The successful applicant must have a commitment to quality teaching, a strong research record and administrative/leadership experience. The Director is expected to be a tenured member of the professoriate and show leadership in all academic activities of the School. The School of Communication Sciences and Disorders offers only graduate-level degrees. A Master of Clinical Science is offered in the disciplines of Speech-Language Pathology and Audiology, concentrating on development of clinical excellence. A Master's in Science and Doctoral Studies are available in the Fields of Speech and Language Sciences and Hearing Sciences under the Faculty of Health Sciences. The School maintains a full-service Speech and Hearing Clinic that provides for the assess-

ment and treatment of speech, language, voice and hearing disorders, counseling, and related activities. Further, the Ontario Preschool Speech and Language Initiative and the Infant Hearing Program deliver services within the clinic. The School's faculty members are active and productive researchers, engaged in both theoretical and clinical work. Further information is available at www.uwo.ca/hrs. The School is home for the National Centre for Audiology, a new interdisciplinary research facility for both basic and clinically-relevant research in Audiology (www.uwo.ca/nca). The effective date of the appointment is July 1, 2006 and is normally up to a five-year term, renewable. The current Director will not be a candidate for this position. Nominations and applications (including curriculum vitae, names of three referees that will be regarded as confidential until interview candidates have been determined for both internal and external candidates should be submitted to: Dr. W. James Weese, Dean, Faculty of Health Sciences, The University of Western Ontario, Room 2001, Arthur and Sonia Labatt Health Sciences Building, London, Ontario, Canada, N6A 5B9. The deadline for receipt of applications is March 7, 2006. Please quote number HS 053 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

COMPUTATIONAL BIOLOGY – University of Toronto. The Department of Computer Science and the Faculty of Medicine at the University of Toronto invite applications for an appointment at the rank of Assistant Professor in the area of computational biology or bioinformatics to begin July 1, 2006. The Department of Computer Science and the Faculty of Medicine have very strong research, with joint programs, joint appointments in computational biology, and a number of existing collaborations between researchers in computer science and various researchers

and labs in the Faculty of Medicine. The Department of Computer Science is an international leader in research and teaching, with recognized strength in most areas of computer science. The Faculty of Medicine aims to provide international leadership in health research and education and leads a dynamic and exciting health research community, one of the largest in North America. The successful candidate will have the opportunity to facilitate further interaction with other units and take advantage of the strengths in computational biology and bioinformatics (and computational, medical and biological sciences more broadly) that exist across the University. To facilitate collaborative interactions, the candidate will be offered space in the Department of Computer Science and in the computational biology group in the Terrence Donnelly Centre for Cellular & Biomolecular Research, a new and cutting-edge interdisciplinary research center at the University of Toronto. The Donnelly CCBR will house 35 Principal Investigators working on functional genomics and bioinformatics, developmental and stem cell biology, bioengineering, and molecular imaging. It is a new, architecturally spectacular building in the heart of Toronto's research district. Candidates should have (or be about to receive) a PhD in computer science, or in another relevant field with a research focus on computational methods applied to biological problems and data. The candidate must demonstrate an ability to pursue innovative research, and a strong commitment to graduate and undergraduate teaching. Salaries are competitive with our North American peers and will be determined according to the successful applicant's experience and qualifications. Toronto is a vibrant and cosmopolitan city, one of the most desirable in the world in which to work and live. It is also a major centre for advanced computer, medical and biological technologies, and the university has strong interactions with these industries. Applicants should include curriculum vitae, a list of publications, and the names and addresses of at least three referees, and may additionally include a research and teaching statement and other supporting documentation. Please send by email (text or PDF only) to facultysearch@cs.toronto.edu or by post to Faculty Recruiting Committee, Chair, Department of Computer Science, University of Toronto, 10 King's College Road, Rm. 3303, Toronto, Ontario, M5S 3G4, Canada. The review of applications will

begin on January 10, 2006 and will continue until the position is filled. Applications should be received by March 1, 2006 for full consideration during the current recruitment cycle. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

COMPUTER SCIENCE – University of Toronto. The Department of Computer Science invites applications for two positions at the rank of Assistant Professor in the area of database systems, software engineering and computer systems (including but not limited to operating systems, networks, computer networks, distributed systems, programming languages, and computer architecture) to begin July 1, 2006. Appointments at more senior ranks may be considered in exceptional cases. The Department of Computer Science is an international leader in research and teaching, with recognized strength in most areas of computer science, and strong interdisciplinary ties to other units within the University. Candidates should have (or be about to receive) a PhD in computer science or a related field, and a strong commitment to graduate and undergraduate teaching. Salaries are competitive with our North American peers and will be determined according to the successful applicant's experience and qualifications. Toronto is a vibrant and cosmopolitan city, one of the most desirable in the world in which to work and live. It is also a major centre for advanced computer technologies and the department has strong interactions with the computer industry. Applicants should include curriculum vitae, a list of publications, and the names and addresses of at least three referees, and may additionally include a research and teaching statement and other supporting documentation. Please send by email (text or PDF only) to facultysearch@cs.toronto.edu or by post to Faculty Recruiting Committee, Chair, Department of Computer Science, University of Toronto, 10 King's College Road, Rm. 3303, Toronto, Ontario, M5S 3G4, Canada. The review of applications will

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COMPUTER SCIENCE – University of Toronto at Scarborough. The Department of Computer and Mathematical Sciences, University of Toronto at Scarborough, invites applications for an appointment at the rank of Associate Professor with tenure in the area of Systems, to begin July 1, 2006. This can include fields such as operating systems, networks, distributed systems, programming languages, computer architecture, and computer architecture. The successful candidate should have an outstanding research record and be a recognized leader in their field. They must demonstrate a strong commitment to graduate and undergraduate teaching. Applicants should include a curriculum vitae, a list of publications, and the names and addresses of at least three referees, and may additionally include a research and teaching statement and other supporting documentation. Please send by email (text or PDF only) to facultysearch@cs.toronto.edu or by post to Faculty Recruiting Committee, Chair, Department of Computer Science, University of Toronto, 10 King's College Road, Rm. 3303, Toronto, Ontario, M5S 3G4, Canada. The review of applications will



Memorial
University of Newfoundland

DEAN, FACULTY OF THE ARTS

Memorial University of Newfoundland

The Faculty of Arts at Memorial University is committed to the needs of today's students in an interdisciplinary and global context and to promoting research and graduate programs. The new Dean of the Faculty will be able to build on a strong record of teaching and research, encourage collegiality and provide positive leadership through a transparent and accountable administration.

The Faculty of Arts strives for excellence in broad-ranging teaching and scholarship while responding to the unique educational and academic challenges and opportunities that come with serving the Province of Newfoundland and Labrador.

The ideal candidate for Dean is a dynamic leader who has academic administrative experience, usually at the level of Department Chair or Head or Associate Dean. The successful candidate will also have a well-grounded academic career, with a PhD in a discipline represented in the Faculty and a distinguished record of teaching and research.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal peoples and persons with disabilities.

Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski or Alex Verdecchia at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence, to Providence Consulting Inc.
E-mail: search@providenceconsulting.com



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Join BC's New University

Thompson Rivers University in Kamloops is BC's newest university, created April 1, 2005, with the granting of full university status to the former University College of the Cariboo (UCC).

Originally founded in 1970 as a community college, the new Thompson Rivers University is built on 35 years of excellence in post-secondary education and training. In addition, Thompson Rivers University has a greatly expanded capacity for distance education after assuming full responsibility of the courses and programs of the British Columbia Open University and Open College.

More than 9,000 students attend TRU, a primarily undergraduate university, to study in one of over 40 degree options or 50 different diploma and certificate programs.

Located in Kamloops, the heart of the BC Southern Interior, TRU's spectacular campus features outstanding student and community facilities, which overlook this growing city of 80,000 residents.



THOMPSON RIVERS
UNIVERSITY

TRU invites applications for the following positions:

FACULTY MEMBERS

- Economics
- Sessional
- Competition #06-001
- Economics
- Full-Time, Continuing
- Competition #06-002
- School of Education
- Full-Time, Continuing
- Competition #06-004

For further information about these positions visit our website at: www.tru.ca/careers

We wish to thank all applicants; however, only those under consideration will be contacted.

www.tru.ca

CAREERS CARRIÈRES

commence on January 9, 2006 and will continue until the position is filled. Applications should be received by March 1, 2006 for full consideration during the current recruitment cycle. The University of Waterloo is strongly committed to diversity within its community and especially welcomes applicants from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

COMPUTER SCIENCE — University of Waterloo. The University of Waterloo invites applications for two tenure-track faculty positions in the School of Computer Science. In the areas of bioinformatics and software security, respectively. Candidates at all levels of experience are encouraged to apply. Successful applicants will join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly quali-

fied graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2006 calendar year. With over 65 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies such as Anywhere Software Inc., Majestic Inc. and Open Text Corp. For more information on the School of Computer Science, please see our web page at <http://www.uwaterloo.ca>.

COMPUTING SCIENCE — Malaspina University-College. Malaspina University-College, located on beautiful Vancouver Island, British Columbia, invites applicants for the position of Professor, Computing Science De-

partment. Duties: Teaching courses in Computing Science at the undergraduate level, participate in the development of the Computing Science Department. Candidates must demonstrate commitment to teaching, learning, and student success through scholarship and institutional service. Successful candidates will participate in a wide range of activities outside the classroom, including student support, institutional, faculty and department committee meetings and other initiatives, and professional activities in keeping with their disciplines in and outside the institution. Qualifications: PhD in Computing Science or related area from an appropriately accredited institution. Applicants will be expected to teach a complete Curriculum vitae, evidence of teaching excellence, including teaching evaluations and a list of courses taught; and three (3) letters of reference. Applicants from all areas of Computing Science will be considered; however, we are especially interested in applicants with teaching/research

experience in Networks, Real Time Systems, and Distributed Systems. The posting period closes on Thursday March 2, 2006 at 1:00 PM. Submit your Curriculum vitae to the Human Resources Office, Malaspina University-College, 900 Fifth Street, Nanaimo, BC, Canada V8T 5S5, prior to this date and time, either in person, by E-mail to HR@UVC.MLA.BC.ca or by Fax (250 740-5469).

DRAMA (DESIGN) — University of Lethbridge. The University of Lethbridge Faculty of Fine Arts Department of Theatre and Drama invites applications for a tenure-track, month study leave replacement as Assistant Professor of Drama (Design), with emphasis on Costume Design and Production. The position commences August 1, 2006 and is subject to Board of Governors' approval. An MFA or equivalent, with evidence of a strong and successful teaching background and a demonstrated record of research is required. Professional theatre experience would be an asset. For further information and application procedures, please visit our website at <http://www.uleth.ca/fia>.

ECONOMICS — University of Waterloo. The Department of Economics at the University of Waterloo seeks to fill a tenure-track position at any rank. Candidates must have demonstrated excellence in teaching, including thesis supervision, and research. The Department is seeking an expert in International public policy and governance including the economics of trade agreements. The Department offers an applied co-op program at both the graduate and undergraduate levels — strong applied skills are essential. The successful candidate will teach and supervise at both the graduate and undergraduate levels, will maintain an independent research program supported by external grants and will collaborate with the Centre for International Governance Innovation (<http://cigionline.ca>). The start date will be 1 July 2006. Salary will be commensurate with experience and qualifications. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. If you are interested in the position, send your curriculum vitae, three letters of reference, and a sample research paper to: Dr. John B. Burdette, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, ON N2L 3G1. The deadline for applications is March 15, 2006.

ECONOMICS — Wilfrid Laurier University. Applications are invited for the position of CIGI Chair in International Public Policy, commencing July 1, 2006. The Centre for International Governance Innovation (CIGI) is an international think tank based in Waterloo, Ontario that advises on issues of international governance and multilateral system reform. The appointment will be at the rank of Professor or Associate Professor. While outstanding applicants in all fields will be considered, the department is particularly interested in candidates in public economics, environmental/resource economics, international economic relations, and health/economic development. The successful candidate will have a proven record of excellence in research and teaching and a demonstrated commitment to working in the interdisciplinary and internationally-focused environment of the Masters in International Public Policy program (currently in the approval process at CIGI). The position offers individual and collaborative research opportunities through the Laurier Centre for International Governance Innovation. Duties include graduate and undergraduate teaching, research, and graduate supervision. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. The department expects to begin evaluating candidates by March 15, 2006 but applications will be considered until the position is filled. This position is subject to budgetary approval. Applicants should send a letter and curriculum vitae and a sample of three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Electronic applications may be sent to Dr. Alastair Robertson at aroberts@wlu.ca.

ECONOMICS — Saint Mary's University. The Department of Economics in the Sobey School of Business, Saint Mary's University, invites applications for a tenure track position at the Assistant Professor rank. The Appointment will commence July 1, 2006. Applicants for the position should have a PhD completed or near completion and have excellent qualifications for teaching and research. Fields of special interest are Public Finance, Development, Human Resources, and Money and Banking. Saint Mary's is a public university with approximately 8,500 students, offering a variety of undergraduate and graduate degrees. The Sobey School of Business, accredited by AACSB, is housed in a facility fully compatible with the latest advances in information technology. With about 70 full-time faculty and an enrollment of approximately 2,500 full and part-time students pursuing BComm, MBA, EMBA, MFin and PhD degrees, it is the largest business programme in Atlantic Canada in addition to being nationally known for its excellence in undergraduate teaching. The Faculty has also established an outstanding research record and a reputation for its international outreach. The Department of Economics has a full-time teaching complement of twelve, supported by approximately fifteen part-time instructors per semester. A wide range of courses are offered at both the undergraduate and graduate level. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Applicants are requested to forward a letter of application and curriculum vitae to: Professor Saleh Amis

Khalil, Chairperson, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Canada. In addition, they may be emailed to amiss@smu.ns.ca or sent directly by the referees to the Chair at the above address. The closing date for applications is February 28, 2006. When the position is filled, (www.smu.ns.ca).

EDUCATION — McGill University. The Department of Integrated Studies in Education invites applications for a tenure track position in Science Education at the Assistant Professor rank, effective August 1, 2006. The successful candidate should have appropriate experience in the following: a) teaching school science; b) teaching university-level science courses at the secondary and/or elementary level; c) achieving field experiences in science; d) conducting research in science education and publishing in science education. He/she should hold a Doctoral degree in Education focusing on science education, with a Bachelor's degree or higher in a natural science. Expertise in areas related to science and technology would be considered an asset, as would knowledge of French. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment. Letters of application, accompanied by a curriculum vitae and the names of three referees, should be sent to: Dr. Anthony Parré, Chair, Science Education Search Committee, Department of Integrated Studies in Education, McGill University, 3700 McTavish Street, Montreal, QC H3A 3J2 (email: anthony.parre@mcgill.ca; fax: 514 398 4529 or 514 398 5600). Applications will close on March 15, 2006.

EDUCATION — Université McGill. Le Département d'études intégrées en éducation est à la recherche de candidats au poste de professeur adjoint en Enseignement des sciences de la nature, conduisant à la permanence et débutant le 1^{er} août 2006. La personne choisie aura de l'expérience dans les domaines suivants: a) enseignement des sciences de la nature au secondaire; b) enseignement universitaire de cours de météorologie scientifique de niveau primaire et/ou secondaire; c) supervision des étudiants dans le cadre d'un projet de recherche scientifique et publication d'ouvrages savants. La personne choisie devra détenir, au minimum, un baccalauréat en Sciences naturelles. Des connaissances dans des domaines scientifiques et technologiques seraient un atout. La personne choisie doit posséder une bonne connaissance du français. Tous les candidats qualifiés sont invités à poser leur candidature bien que la priorité soit donnée aux citoyens canadiens et aux étudiants permanents. L'université McGill soutient à l'équité en matière d'emploi. Les lettres de recommandation, le curriculum vitae et le nom des trois professeurs doivent être soumis au Dr. Anthony Parré, Directeur, Comité de recrutement en Enseignement des sciences de la nature, Département d'études intégrées en éducation, Université McGill, 3700, rue McTavish, Montréal, QC H3A 3J2 (téléphone: 514 398 4529 ou 514 398 5600). L'appel de candidatures se termine le 15 mars 2006.

EDUCATION (ACADEMIC LITERACY) — Simon Fraser University. The Faculty of Education, Simon Fraser University, invites applications for a tenure-track position in Academic Literacy Education. The appointment will be at the rank of Assistant Professor and will begin September 1, 2006. Located in the Greater Vancouver area, the Faculty offers classes on three urban campuses (in Burnaby, Surrey and Vancouver — see <http://www.sfu.ca>) as well as in communities and post-secondary institutions throughout British Columbia. The Faculty has an outstanding record both in research grants and publications, as well as in the design and development of community-based graduate programs in post-secondary education and professional development. Candidates are sought who are able to contribute in these areas and have interests in post-secondary education also extend across disciplinary boundaries. In keeping with the non-departmental organization of the Faculty, the successful candidate must possess a PhD in the field of Academic Literacy or related field, along with demonstrated excellence in teaching at the undergraduate level. He or she will present a strong record of internationally recognized scholarly activity and research grants in these areas. Experience in post-secondary teaching or first-hand knowledge about the field of Academic Literacy is a significant asset for this position. A record of involvement in innovative teaching programs and implementation of the post-secondary level is desirable and candidates should also be prepared to work in a team setting with other faculty in the areas of research, program development and teaching. Experience teaching with new technologies is preferred. The successful candidate will teach in the university's Foundations of Academic Literacy program, will contribute to the development of new courses and curriculum appropriate to the field and will pursue an active research agenda. The position requires primary specialization in one of the following areas: Academic Literacy, Academic Literacy and new technologies, Literacy across the curriculum or professional and technical literacy. Secondary interests might include: second language learning, literacy studies, or marginalized discourses. SFU is a university that serves students of diverse ethnic, cultural, linguistic and national origins and therefore, invites and encourages experience in working in intercultural settings, with students of diverse backgrounds. It is a required attribute of applicants. Interested candidates should consult: <http://www.educ.sfu.ca>. Faculty positions for more detailed information on the position. Applicants should forward a letter of application describing their teaching experiences, their scholarly interests and achievements, and their potential contributions to the Faculty, a current curriculum vitae, the names and contact information for three referees, and a current scholarship paper to: Dr. Peter P. Grimmer, Associate Dean, Faculty of Education, Simon Fraser University, 8888 University Ave., Burnaby, BC V5A 1S6. The completion closes March 31, 2006. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary



MOUNT ROYAL COLLEGE

Mount Royal College is Alberta's premier undergraduate college and is located in the thriving city of Calgary. Currently, the College has more than 1,900 faculty, some 13,000 students and an annual budget of approximately \$121 million. Mount Royal College is committed to providing high quality educational opportunities in university-level programs, applied degrees, diplomas, career certificates, fine and performing arts programs, general post-secondary studies and a range of part-time and general interest programs and courses. These programs are offered at three Calgary campuses. This is an exciting time in the life of Mount Royal and the energy is generated at every level of the organization. More information about Mount Royal can be found at: www.mtroyal.ca.

DEAN, FACULTY OF CONTINUING EDUCATION AND EXTENSION

The Faculty of Continuing Education & Extension proudly serves 36,000 learners a year, supporting them to achieve goals that are career enhancing, career transitioning or personally enriching. Currently offering both credit and non-credit courses, the Faculty's success is founded on academic excellence, applied research, sound business practice and fruitful collaboration. With strong ties to business, government and the not-for-profit sectors the Faculty of Continuing Education and Extension continues to grow and prosper. For more information please visit www.mtroyal.ca/conted/.

As a member of the senior administrative team of the College, the Dean reports to the Provost & Vice-President Academic and works to support the College's objectives of equity and excellence in all its activities. The new Dean will have proven leadership abilities and business acumen, and will demonstrate well-developed interpersonal skills to collaborate effectively within and outside the College. He/she will be an individual who is future-oriented, knowledgeable about adult learners, experienced in the continuing education community, and able to build appropriate partnerships to further the mission of the Faculty and of Mount Royal College.

EXECUTIVE DIRECTOR, ENROLLMENT MANAGEMENT & REGISTRAR

Mount Royal College seeks a strategic and visionary leader whose senior enrollment management experience and proven leadership skills will support and drive the student recruitment, admissions, retention and registrarial functions of the College. As a member of the senior administrative team and Deans' Council, the Executive Director, Enrollment Management & Registrar reports to the Provost & Vice-President Academic working to support the College's objectives of equity and excellence in all its activities.

The successful candidate will have the minimum of a Masters degree as well as experience within a post-secondary culture that demands highly developed interpersonal, organizational, and negotiation skills. The ability to relate to increasing demands or the strategic and analytic dimensions of the role is critical.

This is a challenging opportunity to play a senior leadership role in one of Canada's leading colleges. All qualified persons are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

Should you want to learn more about this unique leadership opportunity,

Please call Maureen Geldard or Lara Trudering or Maxine Adam at (604) 913-7768

Or forward your CV, a letter of introduction and the names of three referees, in confidence to

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We will communicate with all who express interest.

CAREERS CARRIÈRES

must have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in the Faculty of Engineering and Applied Science. The Faculty of Engineering and Applied Science has well-established co-operative undergraduate programs and active graduate research programs in Civil Engineering, Computer Engineering, Electrical Engineering, Mechanical Engineering, and Ocean and Naval Architectural Engineering, with options in Off-shore and Gas Engineering. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs for over 18,000 students, Memorial provides a diverse and stimulating environment for learning. In St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities. For further information about Memorial, please visit the website at <http://www.mun.ca>. Applicants should send curriculum vitae,

the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to Dr. R. Gosine, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X9. Fax: (709) 737-6978; Reference: ENG-2005-02-2. The search committee will begin to review applications starting March 1, 2006, and will continue to do so until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages qualified women and men, visible minorities, aboriginal people and persons with disabilities to apply.

■ **ENGLISH** — St. Jerome's University, The Department of English at St. Jerome's University (in the University of Waterloo) invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2006. The successful candidate will have a PhD in English with expertise in modern or contemporary Anglo-

Irish and/or British literature. St. Jerome's emphasizes teaching excellence within a larger research intensive university, a commitment to collegial service, and a strong sense of faculty collegiality. The Department is especially interested in candidates who can help with the teaching of forms of writing and speaking for students in Mathematics and Computer Science. In addition to teaching courses in the primary area of expertise noted above, the successful candidate should be prepared to teach some of the English courses that are elective in one of our interdisciplinary programs. The successful candidate may also have an opportunity to participate in graduate teaching and supervision. The base salary (as of May 1, 2005) for an Assistant Professor is \$29,514. Applications must contain a detailed letter explaining your interest in and suitability for the position, a curriculum vitae, a statement of your teaching philosophy, a teaching and research plan, a line of your research agenda, and three confidential letters of recommendation (sent under separate cover by the referees or as part of your graduate school dossier). Appli-

cations from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith are encouraged. St. Jerome's University is committed to the principles of employment equity. For more information on our university, visit our website at www.sju.ca. Please address applications to Dr. C.E. McGee, Chair, Department of English, St. Jerome's University, 290 Westmount Road North, Waterloo, Ontario, Canada N2A 3G3. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. Applications will be reviewed commencing January 20, 2006.

■ **ENGLISH & THEATRE STUDIES** — University of Guelph, The School of English and Theatre Studies at the University of Guelph invites applications for a full-time, tenure-track assistant professorship in Media Studies. Applicants should demonstrate interdisciplinary research and teaching experience across multiple media, in media and/or communication theory, and with an emphasis on the history of communication. We are open to candidates engaged in scholarship and teaching that reflects a serious interest in alternative media, critical theory, and writing pedagogy. The successful candidate will be expected to teach multiple sections of the Introduction to Academic Writing course designed to develop skills in academic reading and writing in the disciplines at the university level. Applicants should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, and the names of at least three academic referees. Send curriculum vitae and arrange for the letters of reference to be mailed directly to: Dr. Cliff Lobe, Coordinator, Academic Writing Program, The University of Guelph, 4401 University Drive, Leithbridge, Alberta, T1K 3M4. Telephone: 403-293-2571. Email: cliff.lobe@uoguelph.ca. The closing date for applications is February 28, 2006. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The university is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and persons of diverse sexual orientation.

■ **ENGLISH & FILM STUDIES** — Wilfrid Laurier University, The Department of English and Film Studies invites applications for a tenure-track appointment in Canadian Literature commencing 1 July 2006, subject to budgetary approval. The appointment will be made at the rank of Assistant or Associate Professor, depending on the qualifications of the successful candidate. Candidates who are able to teach in another area/period are especially welcome. Successful applicants will have a PhD in English or will have completed a PhD by the time of appointment. Teaching experience, and publications are also required for this position. Assigned teaching duties will include undergraduate and graduate courses. The Department offers a Master of Arts program in Gender and Genre and a co-operative PhD program with the University of Guelph. Applicants are asked to send a letter of application, sample publications (maximum 25 pp), a teaching dossier with summaries of course evaluations and course outlines, and arrange for three letters of reference to be sent to Dr. Eleanor Ty, Chair, Department of English and Film Studies, Wilfrid Laurier University, 75 University Ave. W., Waterloo, ON, N2L 3G5. E-mail: etyl@uwaterloo.ca.

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■ **ENGLISH AS A SECOND LANGUAGE** — University of Guelph, The Second Language Institute (SLI) is seeking a Language Teacher (L/T) in English as a Second Language for a tenure-track appointment commencing July 1, 2006. The position entails a full teaching load (seven 3 credit courses) and research component in addition to administrative duties. To be considered, candidates must have at least an MA

or MEd in TESL, Applied Linguistics (specializing in Second Language Teaching) or Second Language Education and two years experience teaching credit courses in English as a Second Language at the university level. Experience in teaching grammar and writing and curriculum design would be of particular interest. Salary is in accordance with the University's Collective Agreement. Equity is a University policy. All qualified candidates are invited to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. An application with a curriculum vitae and three confidential letters of recommendation to be sent separately to: Dr. Robert Courchene, Interim Chair, Second Language Institute, University of Guelph, 600 King Edward Ave., Ottawa ON, K1N 6N5. Tel: 613-562-5330. Fax: 613-562-5126. E-mail: rc@uoguelph.ca. The deadline for applications is March 31, 2006.

■ **ENGLISH LITERATURE** — Glendon College, York University, The Department of English at Glendon College, the bilingual Liberal Arts Faculty of York University, invites applications for a tenure-track position at the rank of Assistant Professor. This position is subject to budgetary approval by the University. The department's programmes offer students the opportunity to integrate the study of literature, drama and linguistics. Candidates must possess a PhD (or expected by the date of appointment) in English literature, and demonstrate excellence in both teaching and scholarship. The successful candidate will be expected to teach undergraduate courses (beginning March 13, 2006; the position will remain open until a candidate has been selected to the position) and to supervise graduate students. Dr. David MacLennan, Acting Director, School of English and Theatre Studies, 425 MacLennan, University of Guelph, Ontario, N1G 2W1, Canada, the following materials: application letter, cv, two relevant syllabi, a writing sample, evidence of teaching effectiveness, unofficial copy of all graduate transcripts. Also arrange to have sent directly to us three current, confidential letters of reference. Applications may be faxed to 519-766-0844. The University of Guelph is committed to an employment equity policy and encourages special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **ENGLISH AS A SECOND LANGUAGE** — University of Guelph, The Second Language Institute (SLI) is seeking a Language Teacher (L/T) in English as a Second Language for a tenure-track appointment commencing July 1, 2006. The position entails a full teaching load (seven 3 credit courses) and research component in addition to administrative duties. To be considered, candidates must have at least an MA or MEd in TESL, Applied Linguistics (specializing in Second Language Teaching) or Second Language Education and two years experience teaching credit courses in English as a Second Language at the university level. Experience in teaching grammar and writing and curriculum design would be of particular interest. Salary is in accordance with the University's Collective Agreement. Equity is a University policy. All qualified candidates are invited to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. An application with a curriculum vitae and three confidential letters of recommendation to be sent separately to: Dr. Robert Courchene, Interim Chair, Second Language Institute, University of Guelph, 600 King Edward Ave., Ottawa ON, K1N 6N5. Tel: 613-562-5330. Fax: 613-562-5126. E-mail: rc@uoguelph.ca. The deadline for applications is March 31, 2006.



Simon Fraser University Tenure-Track Positions Faculty of Health Sciences

Simon Fraser University is internationally recognized for research and teaching excellence in the liberal arts and sciences, and for innovative interdisciplinary and professional programs. The new Faculty of Health Sciences has been created to extend and enhance this reputation.

To support the innovative Masters program in Population and Public Health that began in September 2005, we are seeking six new faculty members. The aim of the program is to enhance skills in collaborative community health research, advance the ability to prevent disease, and increase understanding of the complex interplay among types and levels of societal investment in health and social systems and their implications for public policy-making.

We invite applications for the following tenure-track positions in the following areas:

- Global Health
- Health Policy
- Infectious Disease Epidemiology
- Social Epidemiology and Gender
- Exposure Science in Public Health
- Health and Economics

Successful applicants will have demonstrated teaching and research excellence. All academic ranks will be considered. Detailed information about these positions, the closing dates and the Faculty of Health Sciences can be found at http://hhs.sfu.ca/faculty_openings.php or http://www2.sfu.ca/apacademic/Faculty_Openings.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. All qualified applicants are encouraged to apply, however Canadian citizens and permanent residents will be given priority. Positions are subject to final budgetary approval.

DIRECTEUR/DIRECTRICE, COLLÈGE D'ALFRED

Les candidatures sont ouvertes pour un poste universitaire permanent/ménant à la permanence à pourvoir au Collège d'Alfred. Le directeur (la directrice) sera nommé(e) pour une période de cinq ans, avec possibilité de renouvellement au terme de son mandat de directeur/directrice, il (elle) réintégrera le personnel enseignant au Collège d'Alfred, au grade approprié.

Le Collège d'Alfred est un établissement universitaire qui fait partie depuis 1997 de l'OAC (Ontario Agricultural College). Fondé en 1981, il est le premier établissement francophone post-secondaire de l'Ontario spécialisé dans le secteur de l'agro-industrie. Alfred est situé dans l'Est de l'Ontario, à mi-chemin entre Montréal et Ottawa. Plus d'une centaine d'étudiants sont inscrits à la préparation des diplômes suivants: agriculture, alimentation, nutrition et gestion des risques, gestion environnementale et technologie vétérinaire. Outre les cursus menant aux diplômes, le collège offre la préparation à d'autres certificats et des cours de courte durée. En plus de son aspect universitaire, le Collège d'Alfred est connu aussi pour ses activités de recherche qui mènent en rapport avec l'Ontario Rural Watershed Centre — le Centre des eaux rurales de l'Ontario et l'Ontario Dairy Production Research Centre — le Centre de recherches sur la production laitière biologique. Cinquante employés au total travaillent dans différents domaines de compétence. Le budget annuel d'Alfred est de l'ordre de 3 millions de dollars. L'exploitation agricole consiste en une superficie de plus de 100 hectares et un troupeau de 35 vaches à traite. Pour des renseignements détaillés supplémentaires concernant les programmes d'enseignement et de recherche, on pourra consulter le site Web www.alfred.uoguelph.ca ou www.Collegedalfred.ca.

Le directeur (la directrice) aura pour mission de faire du collège un foyer d'excellence quant aux centres d'intérêt qui lui sont propres, telles l'alimentation et l'agriculture durable, en réaménageant les possibilités d'accueil offertes et mettant au point des innovations en matière de programme d'enseignement, de conception et de prestation des cours, et de recherche. Il (elle) sera appelé(e) à créer des réseaux et à établir des liaisons au sein de la communauté et avec d'autres établissements éducatifs, à l'intérieur et à l'extérieur de l'Université de Guelph, en particulier au sein de la francophonie mondiale. Trente pour cent environ du temps du directeur (de la directrice) sont consacrés aux activités d'enseignement ou de recherche. La personne dont la candidature sera retenue détient un PhD ou son équivalent, sous la double forme d'une formation reçue et d'une expérience acquise. Elle doit avoir des potentialités administratives éprouvées, y compris une expérience de la gestion des entreprises et de la planification stratégique et financière. Elle doit offrir une vision et faire la preuve de solides qualités d'animateur auprès du personnel et des étudiants, y compris de grandes compétences en matière d'organisation, de relations humaines, de motivation et de communication. Une compréhension de la gestion des ressources humaines est indispensable. Une compétence manifeste dans le domaine de la recherche et un engagement dans l'enseignement, la vulgarisation et les activités internationales sont escomptés. L'industrie agroalimentaire, et en particulier l'environnement et l'agriculture durable, doivent lui être familiers, et elle doit connaître les besoins des clients et être orientée vers les services. Elle doit maîtriser les deux langues, posséder des compétences exemplaires en langue orale et écrite, en français et en anglais. Une expérience des rapports avec les organisations bénévoles et les associations d'anciens élèves est souhaitable.

Les candidatures seront examinées à titre confidentiel. Les demandes devraient comprendre un curriculum vitae et le nom et l'adresse de trois personnes qui pourraient être contactées en tant qu'références. La date limite de réception des candidatures est le 27 février 2006. Les candidatures et propositions de candidatures doivent être adressées à : Dr. Mary Buhr, Acting Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario, N1G 2W1; Fax: (519) 766-1423 or email: mbuhr@uoguelph.ca. Les personnes qualifiées sont invitées à poser leur candidature, par contre les citoyens canadiens et/ou les résidents permanents auront priorité. L'Université de Guelph soutient un programme d'équité d'emploi comportant des mesures spéciales susceptibles d'aider à réduire la diversité au sein du personnel enseignant et administratif. Nous encourageons donc particulièrement les femmes, les autochtones canadiens, les personnes handicapées et les membres des minorités visibles qualifiées à poser leur candidature.

DIRECTOR, COLLÈGE D'ALFRED

Applications are sought for a tenure/tenure track faculty appointment based at Collège d'Alfred. The appointment as Director will be for a five year term with the possibility of renewal; after serving as Director the appointee will revert to faculty at the appropriate rank at Collège d'Alfred.

Collège d'Alfred is an academic unit within OAC (Ontario Agricultural College) since 1997. Founded in 1981, Collège d'Alfred is the first francophone postsecondary institution in Ontario specializing in the Agriculture, Food, Nutrition and Risk Management, Environmental Management and Veterinary Technology diplomas. In addition to the diploma programs, the College offers certificates and short courses.

Further to the academic aspect, Collège d'Alfred is known as a leader in the area related to international cooperation. Collège d'Alfred is also recognized for its research activities related to the Ontario Rural Watershed Centre and the Organic Dairy Production Research Centre. A total of 50 employees work in different areas of expertise. Alfred has an annual budget of approximately \$3 million. The farm consists of over 100 hectares and a herd of 35 milking cows. More detailed information about the education and research programs are available on the web site <http://www.kempville.uoguelph.ca> or www.alfred.uoguelph.ca.

The Director will promote excellence in the College's specific interest areas such as food and sustainable agriculture through review of current offerings and development of innovations in curriculum, course design and delivery and research. She/he will need to network and build linkages in the community and other educational institutions within and outside the University of Guelph, particularly in the global Francophonie. Approximately 30% of the Director's time is dedicated to the College's activities of teaching or research.

The successful candidate will have a PhD, or an equivalent combination of training and experience. She/he must have proven administrative capabilities including experience in business, strategic and financial planning. She/he will offer vision and demonstrate strong leadership skills for staff and students including strong organizational, interpersonal, motivational, and communication skills. An understanding of human resource management is essential. Demonstrated competence in research, and commitment to teaching, extension and international activities are expected. She/he will have an understanding of the agri-food industry, particularly environment and sustainable agriculture, be aware of client needs and be service oriented. She/he will be fluently bilingual, with exemplary oral and written language skills in French and English. Experience in dealing and networking with volunteer organizations and alumni associations is desired.

Applications will be treated in confidence and should include a curriculum vitae and the names and addresses of three persons who may be contacted as referees. Deadline date for applications is February 27, 2006. Applications and nominations should be submitted to: Dr. Mary Buhr, Acting Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario, N1G 2W1; Fax: (519) 766-1423 or email: mbuhr@uoguelph.ca.

All qualified applicants are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

UNIVERSITY
OF GUELPH

CAREERS CARRIÈRES

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■ **FINANCE** — Saint Mary's University, The Sobey School of Business at Saint Mary's University invites applications for a tenure track position in Finance at the Assistant Professor level. Qualifications: Candidates should possess a PhD in Finance or Financial Economics. Candidates who are ABD will be considered if nearing completion. Candidates should possess strong teaching skills and a commitment to research excellence. The position involves teaching at both graduate and undergraduate levels. All areas of finance will be considered. About the School: Saint Mary's University, one of Canada's oldest universities, is home to the Sobey School of Business, which is AACSB accredited and is the largest business school in Atlantic Canada. The Sobey School offers Bachelor of Commerce, MBA, Executive MBA and Masters of Finance degrees. Saint Mary's offers the only PhD program in Business Administration (Management) in Atlantic Canada. The Sobey School is located in a modern facility providing state of the art technology for classrooms. Excellent database resources are provided for research, including access to CompuStat, Global Vantage, the TSX/ Western Database, TAQ and Datastream. Saint Mary's is located in the heart of historic Halifax, Nova Scotia. Halifax is the major commercial centre on Canada's eastern seaboard and is also a major tourist destination. There is easy access to many recreational, historical and cultural attractions. Application Procedure: Applications for this position should include a letter of interest, curriculum vitae, academic transcripts, recent working papers or publications, teaching evaluations, and a list of references. Information for three references. Applications should be forwarded to: Dr. Dawn Jutta, Acting Chair, Department of Finance and Management Science, Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The preferred start date is July 1, 2006. Saint Mary's University is committed to the principles of employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We thank all applicants for their interest; however, only those selected for an interview will be contacted. Closing Date: April 7, 2006, or until the position is filled.

■ **FINE ARTS** — Alberta College of Art & Design, The Alberta College of Art & Design is one of four publicly funded Canadian post-secondary educational institutions devoted exclusively to the undergraduate and graduate education of visual artists and designers. The College has recently entered into a new era of development and embraced a new mandate and vision that endorses a model of the institution as a laboratory for experimentation and as a catalyst for research, discourse, and international impact in the arts and emergent cultural fields. The College invites applications to the following positions that will lead the College in charting new directions and articulating its value to the arts and non-arts worlds. The college welcomes applications for the following full time permanent faculty positions commencing

in the fall semester 2006. Talented, innovative and forward thinking candidates are invited to help lead the college in charting new directions and articulating its value to the arts and non-arts worlds. **Held Photography Program:** Joint Appointment between Studio Areas, Gaming & Immersive Environments: Joint Appointment between Visual Communications Design and Media Arts and Digital Technologies; Performance & Installation: Joint Appointment between Fine Arts Areas and Media Arts and Digital Technologies; Design Theory & History: Liberal Studies. An appropriate terminal degree, an MFA, MDes or an equivalent degree in a related field, significant experience and at least three years of teaching experience are required. A demonstrated ability to work effectively in a cross-disciplinary environment, fostering collaborative opportunities and leading efforts to combine theoretical and critical discourses across the institution is highly valued. Information about these positions and application criteria, the college and Calgary, Alberta, Canada is available on the ACD website at www.acdc.ca. Review of applications will begin

on February 25, 2006 and continue until positions are filled. College representatives will be attending the annual CAA Conference in Boston, MA in February 2006. For further information on these opportunities or to set up meetings at the CAA conference for preliminary discussions please contact: Susan Veemhove, Manager, Human Resources, ACD: (fax) 403 284-6236 or (email) hr@acd.ca. We welcome expressions of interest from all parties and the Alberta College of Art and Design thanks all applicants in advance for their interest. However only applicants selected for an interview will be contacted. Applicants must meet Canadian Immigration requirements. The Alberta College of Art and Design is an equal opportunity employer.

■ **FINE ARTS** — University of Waterloo. The Department of Fine Arts at the University of Waterloo is seeking a dynamic faculty member for a tenure-track position at the rank of Assistant Professor in the areas of Sculpture and Extended Media. The successful candidate will be expected to further develop the Department of Fine Arts established cross-disciplinary connections with Computer Science and the Faculty of Engineering. Preference will be given to candi-

dates whose practice and teaching experience includes a variety of media and who have demonstrated an ability to initiate interdisciplinary research and educational synergy across diverse areas. Applicants should have a strong background in a range of both traditional and contemporary approaches to sculpture, as well as digital and extended media. Expertise in at least one other field, such as drawing, painting or printmaking would be considered an asset. The successful candidate will be expected to teach and supervise students at both the undergraduate and graduate levels. They must be capable and committed to working with others and willing to contribute in a positive, professional manner to the ongoing development of the department and the university. They must also be actively engaged in their own artistic practice and be committed to excellence in teaching. Applicants must hold either an MFA or equivalent and possess a proven record of established and ongoing exhibition record in addition to a minimum of two years of post-secondary teaching experience. Applicants should include in their response: a clear statement of their teaching and research interests; a CV summarizing their

educational and professional backgrounds; a portfolio of 20 slides or images (please review "submitting digital material" on our web site <http://www.finearts.uwaterloo.ca/digitalMaterial.html>); the names of at least three persons who may be contacted regarding the candidate's qualifications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Please send hard copy application only, to: Bruce Taylor, Acting Chair, University of Waterloo, Department of Fine Arts, East Campus Hall, 200 University Ave., Waterloo, ON, N2L 3G1. The department board reviewing applications on January 15, 2006 and will continue to accept applications until the position is filled.

■ **FORENSIC SCIENCE** — University of Windsor. The University of Windsor invites applications for a one-year limited-term faculty position in the Forensic Science Program at the rank of Assistant Professor commencing July 1, 2006. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Bruce Tucker, Coordinator, Inter Faculty Programs, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4. Phone: 519-253-3000, Ext. 2323; Fax: 519-971-3610; Email: tuckerb@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mazer, Director, Faculty Recruitment at 877-665-6008 (toll free) within North America, call collect outside of North America at 519-561-1432 or Email: recruit@uwindsor.ca.

■ **FRANÇAIS LANGUE SECONDE** — Université McGill. Le Centre d'enseignement du français et du français (CEFA) de la Faculté des arts sollicite des candidatures pour deux postes non titularisables en français langue seconde, au rang de Faculty Lecturer. Ces postes seront renouvelés automatiquement après le maintien d'un dossier satisfaisant pendant 5 ans. Entrée en fonction le 1er août 2006. Les candidats doivent détenir un diplôme de maîtrise en didactique des langues ou en linguistique ou l'équivalent; une expertise en phonétique est requise pour un des postes. Une parfaite maîtrise du français, une bonne connaissance

Premier University. Premier Environment.

Established in 1841, Queen's University is among the most respected universities in Canada. Queen's is a research-intensive university which offers a wide variety of post-secondary programs in the Faculties of Applied Sciences, Arts and Science, Education, Health Sciences, and Law, and in the Schools of Business and Graduate Studies and Research, providing an outstanding educational environment for its approximately 1,000 faculty members, 2,200 staff and 17,000 full-time students. Situated on the shore of Lake Ontario, in Kingston, the University offers stimulating intellectual, cultural, and professional opportunities in a truly spectacular setting.

ASSOCIATE VICE-PRINCIPAL (Faculty Relations)

The Associate Vice-Principal (Faculty Relations) assumes primary responsibility for effective academic labour relations. Acting as the key liaison between the Vice-Principal (Academic) and the Queen's University Faculty Association, the Associate Vice-Principal will manage all aspects of contract administration, collective bargaining and dispute resolution. The position reports to the Vice-Principal (Academic) with a strong functional relationship with the Vice-Principal (Human Resources).

Essential skills are those critical to effective labour relationships — negotiation, dispute resolution, listening, and the capacity to understand, assimilate and reconcile disparate and complex situations and perspectives. University experience would be ideal, but demonstrated success in an equally complex environment would be well suited. A university degree in Law, Policy or Business Studies, or Labour Relations is required to be successful in this role.

Interested candidates should e-mail VPACAD@post.queensu.ca or send a resume to: Office of the Vice-Principal (Academic), Queen's University, 74 University Avenue, Room 239, Richardson Hall, Kingston, ON K7L 3N6.



The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

www.hr.queensu.ca



University of Ottawa L'Université canadienne Canada's university

Située au cœur de la capitale nationale, à proximité des grands établissements nationaux, l'Université d'Ottawa est une institution véritablement sans égal. Ses quelque 32 000 étudiants baignent dans un intense et vibrant milieu de recherche où culture et sciences se marient comme nulle part ailleurs (Bibliothèque et Archives nationales, Conseil national de recherches, Centre national des Arts, musées nationaux, ambassades et services culturels étrangers, etc.). Ici, c'est dans un environnement bilingue que fleurissent en abondance la créativité et l'innovation.

The University of Ottawa is an exceptional institution located in the heart of the national capital, a short distance from major national institutions. More than 32,000 students live in a dynamic research-intensive environment, characterized by an exceptional cultural and scientific setting (National Library, National Archives, National Research Council, National Arts Centre, national museums, embassies and foreign cultural services, etc.) where creativity and innovation flourish.

Professeur en taxonomie

Le Musée canadien de la nature et le Département de biologie de l'Université d'Ottawa cherchent à pourvoir un poste de professeur en taxonomie au Musée canadien de la nature, fonction conjointe aux deux organismes. Le candidat choisi sera titulaire d'un poste de professeur adjoint menant à la permanence au sein de l'Université et exercera ses activités à parts égales dans les deux institutions.

Nous sommes à la recherche d'un candidat ayant fait preuve d'excellence dans ses recherches et enthousiaste tant à l'égard de l'enseignement universitaire que de l'information du public par l'entremise du Musée. Les principaux champs de recherche de l'Université sont la biologie cellulaire et moléculaire, l'écologie et la physiologie alors que le Musée est davantage axé sur la botanique, la zoologie, la paléontologie, les sciences minérales et l'enrichissement des collections. Le Musée constitue le centre national d'histoire naturelle du Canada et offre tous ses programmes en français et en anglais. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre à son personnel et à leurs époux et épouses les moyens de devenir bilingue. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. Le candidat recherché est titulaire d'un doctorat en botanique, en physiologie ou en sciences biologiques, avec une spécialisation en taxonomie des plantes, et utilise de préférence des outils moléculaires. Le candidat possède également une expérience pratique de la recherche fondée sur des collections, a des publications reconnues à son actif et est apte à travailler dans les contextes différents du Musée et de l'Université. On s'attend également à ce que le titulaire du poste fasse des démarches pour obtenir des subventions extérieures afin de financer ses recherches.

Les candidatures doivent être soumises au plus tard le 31 janvier 2006.

Les candidats intéressés peuvent envoyer leur curriculum vitae, une description de leurs projets de recherche, de leur intérêt et de leur expérience en matière d'enseignement et d'information du public, ainsi que le nom de trois personnes ayant accepté de fournir des lettres de recommandation, à l'adresse suivante : Comité de recrutement UO-MCN, Département de biologie, Université d'Ottawa, C.P. 450, succursale A, Ottawa (Ontario) K1N 6N5.

Pour obtenir de plus amples renseignements, veuillez vous adresser à sperry@science.uottawa.ca ou à mgraham@mus-nature.ca.

www.uottawa.ca

Conformément aux exigences d'immigration Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité est toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa soutient en outre l'équité d'emploi et encourage donc fermement les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

Systematics Professor

The Canadian Museum of Nature and the Biology Department of the University of Ottawa invite applications for the Canadian Museum of Nature Systematics Professorship, a joint position at the two organizations. The successful candidate will have a tenure-track Assistant Professor position at the University with 50% of his/her responsibilities at each institution.

We seek candidates who have demonstrated excellence in conducting research, and enthusiasm for both formal teaching at the University and for public outreach through the Museum. The University has strengths in cellular and molecular biology, ecology, and physiology, and the Museum in botany, zoology, palaeontology, mineralogy and collections development. The Museum is Canada's national natural history museum offering all of its programs in both English and French. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. We seek an applicant with a PhD in botany, plant sciences or biological sciences, with a specialization in plant systematics, preferably using molecular tools. The applicant must possess practical experience in collections-based research, a proven publication record, and be able to work in both museum and university environments. The candidate will be expected to compete for external funding for his/her research.

Applications should be received by January 31, 2006.

Applicants should send curriculum vitae, a description of future research, a description of teaching and/or public outreach interest and experience, and the names of three individuals willing to furnish letters of reference to: UO-CMN Search Committee, Biology Department, University of Ottawa, Box 450, Station A, Ottawa, Ontario K1N 6N5.

For further information, contact sperry@science.uottawa.ca or mgraham@mus-nature.ca.



Canada

www.uottawa.ca

In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment-equity policy. We therefore strongly encourage women, Aboriginal people, members of visible minorities and persons with disabilities to apply.

CAREERS CARRIÈRES



Vice-Provost, Teaching and Learning

The University of Windsor is building a vibrant teaching culture and seeks a creative, energetic, and collaborative leader to be a catalyst in its efforts to enhance its learning-centred environment. The Vice-Provost, Teaching and Learning will lead the development of learning-centred policies and practices in the University. The Vice-Provost will provide guidance and support to faculty, staff and students in the improvement of teaching and learning, and the development of innovative approaches to teaching and learning through instructional design, research into teaching and learning, and the offering of professional development opportunities and technological support for faculty.

This appointment, which may be combined with a tenured position, is for an initial term of five years and will commence July 1, 2006. Key criteria for the appointment include the credibility and ability to motivate and lead change in the academic environment, and success in improving teaching and learning cultures.

The University of Windsor, a culturally diverse and actively teaching and research institution, offers a broad range of high-quality undergraduate, graduate, cooperative education and professional programs to more than 16,000 students. To learn more about this remarkable university, please visit the web site at www.uwindsor.ca.

Janet Wright & Associates Inc.

Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

The University of Windsor is committed to equity in its academic policies, practices, and programs; supports diversity in its teaching, learning, and work environments; and ensures that applications from members of traditionally marginalized groups are seriously considered under its employment equity policy. Those who would contribute to the further diversification of its faculty and its scholarship include, but are not limited to, women, Aboriginal peoples, persons with disabilities, members of visible minorities, and members of sexual minority groups. The University of Windsor invites candidates to apply to its welcoming community and to self-identify in their letter of application. Priority will be given to Canadians and permanent residents of Canada.

The search committee will begin its review of candidates on February 21, 2006. To ensure consideration, applications, nominations, and expressions of interest should be submitted by that date to the address shown below.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J1
Fax: 416-923-8311
uwindsorvptl@jwasearch.com



de l'anglais ainsi qu'une bonne connaissance des cultures d'expression française sont exigées. Les candidats possèdent une solide expérience en enseignement du français langue seconde au niveau post-secondaire et en enseignement des langues assisté par ordinateur (ELAO). Qualités recherchées: capacité d'innovation (approches pédagogiques, conception de programmes, évaluation), esprit d'initiative, leadership, aptitude à travailler en équipe, désir de participer à la vie universitaire. Les dossiers de candidature doivent inclure un curriculum vitae à jour, des photocopies des diplômes, un dossier des principales réalisations pédagogiques et des évaluations récentes. Trois lettres de recommandation doivent être envoyées directement à Mme Hélène Rié-Salvatore, Directrice, Centre d'enseignement du français et de l'anglais, 688, rue Sherbrooke ouest, bureau 265, Montréal (Québec) H3A 3K1. Les candidats retenus dans une première sélection devront faire une présentation, montrant leur compétence en enseignement du français langue seconde et dans le domaine du multilinguisme. Conformément à la législation canadienne en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. L'Université McGill soutient à l'équité en matière d'emploi. Date limite de réception des dossiers: le 28 février 2006. (Le masculin est employé ici à titre épique).

■ **FRANÇAIS LANGUE SECONDE** — Université d'Ottawa. L'Institut des langues secondes de l'Université d'Ottawa recherche deux professeurs de langue (III ou IV) de français langue seconde pour des postes menant à la permanence. La date d'entrée en fonction est prévue pour le 1 juillet 2006. Les candidats comprennent une tradition d'enseignement (sept cours de 3 crédits), une composante de recherche ainsi que des fonctions administratives. Pour être admissibles, les candidats doivent détenir au minimum une MA ou MEd en enseignement du français langue seconde, en didactique des langues, en linguistique appliquée (specialisation en L2 seconde) et posséder une expérience minimale de 2 ans d'enseignement du français langue seconde au niveau universitaire. Poste 1: Une formation en expression orale et expression écrite et développement du matériel pédagogique serait un atout. Le salaire est déterminé selon les dispositions de la convention collective. Toutes les personnes qualifiées sont encouragées à postuler. Toutefois, cette offre s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre aux citoyens et à leurs conjoints la possibilité de

suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. Les candidatures incluant un curriculum vitae, et trois lettres de recommandation confidentielle, envoyées sous pli séparé, doivent parvenir à: M. Robert Courcouché, Directeur Intermédiaire, Institut des langues secondes, Université d'Ottawa, 600 avenue King Edward, Ottawa (Ontario) K1N 6N5. Tél: 613-562-5359. Téléc: 613-562-5126. Courriel: patrick@uottawa.ca. Date limite pour la soumission des candidatures: le 31 mars 2006.

■ **FRENCH AS A SECOND LANGUAGE** — University of Ottawa. The Second Language Institute (SLI) of the University of Ottawa is seeking two tenure track Language Teachers (III or IV) in French as a Second Language for a starting date of July 1, 2006. The positions entail a full teaching load (seven 3 credit courses), a research component in addition to administrative duties. To be considered, candidates must have at least an M.A. or M.Ed. in Second Language Teaching, Applied Linguistics (Specialization in L2 teaching) and two years experience teaching credit courses in French as a Second Language at the university level. Position 1: Expertise in teaching speaking and writing and developing pedagogical materials would be of particular interest. Position 2: Expertise in teaching receptive skills and developing pedagogical materials would be of particular interest. Salary is in accordance with the University's Collective Agreement. Equity is a University policy. All qualified candidates are invited to apply; however Canadians and permanent residents will be given priority. The University of Ottawa is a justly proud of its long tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. An application with a curriculum vitae and three confidential letters of recommendation to be sent separately, to: Dr. Robert Courcouché, Interim Chair, Second Language Institute, University of Ottawa, 600 King Edward Ave., Ottawa ON, K1N 6N5. Tel: 613-562-5359. Fax: 613-562-5126. Courriel: Robert.Courcouché@uottawa.ca. The deadline for applications is March 31, 2006.

ROYAL MILITARY COLLEGE OF CANADA

Tenure-Track Positions
Department of Defence Studies

The Department of Defence Studies of the Royal Military College of Canada (RMC) invites applications for tenure track positions at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience. The Department of Defence Studies is located at the Canadian Forces College (CFC) in Toronto and is responsible for the academic aspects of the programmes at the College. Programmes at the CFC are directed at selected officers of the Canadian Forces at the ranks of Major through Brigadier-General and include the RMC Master of Defence Studies Degree.

The required qualifications are a PhD (or equivalent) with a concentration in Security and Defence Studies, acceptable teaching experience at a graduate level and a strong or promising record of publications. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD programme and will have completed before the appointment date.

The successful candidate(s) should be prepared to teach primarily in English at the graduate level in a military staff college milieu and to participate in the development and supervision of graduate student projects in a generalist and interdisciplinary environment. In addition the successful candidate(s) will be required to conduct an active research program compatible with the current areas of research interests within the department.

These positions will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range for an Assistant Professor is \$46,283 to \$84,515 and the ceiling for Associate professor and Professor are \$101,814 and \$121,821 respectively, plus an annual terminable allowance of \$3,300. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested Candidates should forward their curriculum vitae, evidence of teaching ability, a summary of research interests, sample publications and names of three references to:

Doris Meade
Civilian Human Resources Office (Kingston)
Canadian Forces Base Kingston
P.O. Box 17000, Stn 'Forces', Kingston, ON K7K 7B4
Phone: (613) 541-5010 ext. 2218
Fax: (613) 541-4496
Email: Meade.DM@forces.gc.ca

The expected starting date for the position(s) is 3 July 2006. The closing date for applications is 17 March 2006.

The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cniec.ca/cicie/> for further information.



Canada



COLLÈGE MILITAIRE ROYAL DU CANADA

Postes permanents
Département des études de la défense

Le Département des études de la défense du Collège militaire royal du Canada cherche à combler un poste menant à la permanence au rang de professeur/e adjoint/e ou, dans le cas exceptionnel, à un niveau approprié avec le niveau d'expérience du candidat. Le Département des études de la défense est situé au Collège des Forces canadiennes à Toronto et il est responsable pour les aspects académiques des programmes au CFC. Les programmes au CFC sont visés aux officiers sélectionnés des Forces canadiennes au rang de Major à Brigadier-général et inclus le degré de Maîtrise en Études de la défense au CMR. Les qualifications requises sont un doctorat (ou son équivalent) avec une concentration en études de la sécurité et de la défense, une expérience acceptable d'enseignement au niveau des études supérieures et un dossier de publications fort ou prometteur. Une nomination au niveau de chargé de cours sera considérée pour les candidats supérieurs qui sont dans les dernières étapes de leur programme de doctorat et qui auront complété leur doctorat avant la date désignée. La/les personne/s choisie(s) devra être prêt(e) à enseigner en anglais principalement, au niveau des études supérieures dans un milieu de collège d'état major militaire et de participer dans le développement et supervision des projets des étudiants de deuxième cycle dans un environnement généraliste et interdisciplinaire. En plus, les candidats seront requis d'entreprendre un programme de recherche actif dans les domaines connexes des domaines de recherche courants dans le département. Ces positions seront comblées à un rang et niveau de salaire approprié aux qualifications et expérience du candidat/chôche. L'échelle salariale pour le rang de professeur adjoint est de 46 283 \$ à 84 515 \$ et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de 101 814 \$ et 121 821 \$, plus une indemnité provisoire de 3 300 \$. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae, évidence de leur habileté d'enseigner, un sommaire des intérêts de recherche, quelques exemples de publications et les coordonnées de trois références, à :

Doris Meade
Ressources humaines civiles (Kingston)
Base des forces canadiennes Kingston
C.P. 17000, Succursale Forces, Kingston (ON) K7K 7B4
Tél : (613) 541-5010, poste 2218
Fax : (613) 541-4496
Courriel électronique : Meade.DM@forces.gc.ca

La date prévue d'entrée en fonction est le 3 juillet 2006. La date prévue limite d'acceptation des candidatures est fixée au 17 mars 2006.

Le Collège militaire royal est une institution mixte et bilingue et ce poste est offert également aux femmes et aux hommes. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyennes et citoyens du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante : <http://www.cniec.ca/cicie/>.

CAREERS CARRIÈRES

Both candidates must have native fluency in French, a working knowledge of English and a good knowledge of Francophone cultures. The EFLC is seeking applicants with a demonstrated record of effective language teaching at the post-secondary level and experience in computer-assisted language learning (CALL). Candidates are expected to show innovative abilities (pedagogical approaches, curricular development, evaluation), initiative, leadership and commitment to team work and university life. Applications must be accompanied by an up-to-date curriculum vitae, copies of the transcripts of recent teaching evaluations and a teaching portfolio. Three letters of academic reference should be submitted to: Professor Hélène Rié-Salvatore, Director English and French Language Centre, 688 Sherbrooke West, Room 265, Montreal, Quebec, H3A 3R1. The short listed candidates will be asked to give a presentation showing their expertise in French as second language teaching and in new technologies used in language instruction. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. McGill University is committed to the principles of employment equity. Deadline: February 28, 2006.

G

■ GEOLOGY — Saint Mary's University. The Department of Geology at Saint Mary's University invites applications for a tenure-track position at the rank of Assistant Professor, effective from July 1st, 2006. The successful candidate must possess a Ph.D. in Geology and demonstrate outstanding communication skills and be capable of teaching in English at the undergraduate and graduate levels, supervising both Honours and graduate students, and undertaking an active research program. The Department is particularly interested in those who can conduct research and teach in the field of Economic Geology and one of the following: Geochemistry, Petrology, and Mineralogy. The application should include: a curriculum vitae, a proposed research program preferably using the NSERC Discovery grant system, a list of reprints, and contact information of three referees. Applications and letters of recommendation should be sent to Dr. J.V. Owen, Chair, Department of Geology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, by April 1st, 2006. For information about the University and the Department, please see: <http://www.smu.ca>. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

H

■ HEALTH SCIENCES — The University of Western Ontario. Applications or nominations are invited for the position of Associate Professor of Health Sciences, Faculty of Health Sciences. The successful candidate must hold a PhD, be eligible for appointment at the rank of Associate Professor or Professor and have a demonstrated commitment to quality teaching, a strong research record and to University community service. The selected candidate will have a demonstrated record in administrative leadership in teaching and research, while creating new dimensions and directions for the Program. The Bachelor of Health Sciences Program at the University of Western Ontario is a large, undergraduate program that started in 1997. The program is housed in the Faculty of Health Sciences in a state-of-the-art building. A core of professors is complemented by professors appointed to the five Schools that comprise the Faculty, namely: the School of Communication Sciences and Disorders, the School of Kinesiology, the School of Nursing, the School of Occupational Therapy and the School of Physiotherapy. The program has an enrolment of 1,200 students, some of whom specialize in fields like Health Services Research, Health, Health Information Management, Health Sciences and Health Sciences with Biology. Other students obtain BScs, degrees with a major in Health Sciences. A new graduate program in Health and Rehabilitation Sciences (masters and doctoral studies) will be of interest to faculty members and students wishing to pursue research activities in interdisciplinary areas such as Health Promotion, Healthy Aging, Child and Family Health and Rehabilitation Science etc. The Director will be actively involved in this program. The current Acting Director will not be a candidate for the position. Additional information on the Bachelor of Health Sciences Program is available at our website <http://www.uwo.ca/hst/>. The effective date of appointment is on or before July 1, 2006 and is normally for a three to five-year renewable term. Nominations and applications, together with an updated curriculum vitae and names of three academic referees, should be sent to: Dr. Jim Weiss, Dean, Faculty of Health Sciences, Room 200J, Arthur and Sonia Labatt Health Sciences Building, The University of Western Ontario, London, Ontario, N6A 5B8 <http://www.uwo.ca/hst/>. The deadline for receipt of applications is March 7, 2006. Please quote Number HS 051 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified persons, including visible minorities, aboriginal people and persons with disabilities.

■ HISTORY — St. Jerome's University. The Department of History at St. Jerome's University (in the University of Waterloo) invites applications for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 2006. The successful candidate will have a PhD in History with expertise in Medieval European, Irish, or Canadian history, an interest in and ability to contribute to interdisciplinary programs in an area. The appointee may also have an opportunity to participate in graduate teaching and supervision in the University of Waterloo, Laurier and Guelph graduate programs. St. Jerome's emphasizes teaching excellence within a larger research intensive university, a commitment to colle-

gal service, and a strong sense of faculty collegiality. The base salary (as of May 1, 2005) for an Assistant Professor is \$59,514. Applications must contain a detailed letter explaining your interest in and suitability for the position, a curriculum vitae, a statement of your teaching philosophy, a teaching dossier (if available, an outline of your research agenda, and three confidential letters of recommendation (sent under separate cover by the referees or as part of your graduate school dossier). Applications from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith are encouraged. St. Jerome's University is committed to the principles of employment equity. For more information on our university, visit our website at www.sju.ca. Please address applications to: Dr. Kenneth McLaughlin, Chair, Department of History, St. Jerome's University, 290 Westmount Road, North, Waterloo, Ontario, Canada N2L 3G3. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. Applications will be reviewed commencing February 17, 2006.

■ HISTORY — University of Windsor. The University of Windsor invites applications for the position of Head of the Department of History at the rank of Professor or Associate Professor, commencing July 1, 2006. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Cecil Houston, Dean of the Faculty of Arts and Social Sciences, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4. Phone: 519-253-3000 Ext. 2024 Fax: 519-971-3659; Email: chouston@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mazur, Director, Faculty Recruitment at 977-665-

6608 (Toll free) within North America, call collect outside of North America at 519-561-1432 or E-mail: recruit@uwindsor.ca.

■ HISTORY — Wilfrid Laurier University. The Department of History invites applications for a 1-year limited term position at the rank of Assistant Professor in pre-twentieth-century American history. The position will commence 1 July 2006, subject to budgetary approval. Candidates with a research specialization in race and/or gender are preferred. The successful candidate will be expected to teach the Department's American survey courses, as well as courses in African-American history, gender and cultural history. Applicants must show strength in history of reference sent to: Dr. John Leband, Chair, History Department, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 by 20 February, 2006. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. For further information contact the Chair at jleband@wlu.ca.

■ HISTORY — Concordia University. The Department of History invites applications for a senior position in Early Modern Irish History (1500-1800). We are particularly interested in candidates who can advance our established research strengths in one or more of the following areas: cultural history; transnational history; genocide and human rights; the history of gender and sexuality; and public history. The successful candidate should have a strong publication

UNIVERSITY OF WATERLOO

CHAIR
DEPARTMENT OF MECHANICAL ENGINEERING

The Department of Mechanical Engineering at the University of Waterloo, Canada, invites nominations and applications at the rank of Full Professor for the position of the department Chair. Candidates are expected to have a distinguished record of teaching and research and have outstanding interpersonal communication skills. He/She must have demonstrated administrative and leadership capabilities. The successful candidate will lead the fast growing department with more than 40 faculty members, approximately 1000 undergraduate students and 200 graduate students.

The department undergraduate co-op program and graduate programs attract the top students in Canada and outstanding international applicants. It has led to the establishment in 2004 of the first interdisciplinary Mechatronics Program in Canada, attracting high calibre faculty members and students. The department supports a broad spectrum of research from basic science through applied engineering. Researchers benefit from close connections with manufacturing and high-technology companies and from the liberal intellectual-property policy of the University of Waterloo, which vests the rights with the inventor.

The University of Waterloo is a world-renowned leader in co-op education and has been consistently ranked #1 "Comprehensive University" and #1 "Best Overall" university in Canada by the Maclean's magazine's annual universities issue (<http://www.macleans.ca/universities/index.jsp>). The University is located in the attractive community of Kitchener-Waterloo (population 300,000) in southwestern Ontario, about one hour west of Toronto. The Waterloo region is home to two universities and a college, and one of the highest concentrations of high-technology companies and many spin-offs of university research.

Applications and nominations should include a detailed resume, references and a statement of capabilities and qualification. For full consideration, applications should be received prior to February 1, 2006. Send applications or nominations to:

Professor Adel S. Sedra, Dean
Faculty of Engineering, University of Waterloo
200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1
Phone: (519) 888-4567 ext. 2408; Fax: (519) 746-1457
E-mail: budjrd@uwaterloo.ca

All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.



BUILDING A TALENT TRUST

CAPE BRETON
UNIVERSITY

Cape Breton University is located in Sydney, Nova Scotia on beautiful Cape Breton Island – well known for its culture, warm hospitality and rugged landscapes by the sea.

We have the following tenure-track openings at the rank of Assistant Professor:

SCHOOL OF SCIENCE & TECHNOLOGY

Biology – Teaching undergraduate courses from a subset of the following areas: evolution, invertebrate zoology, marine zoology, marine ecology, stream ecology, infectious disease, parasitology, and existing or new courses in the candidate's specific area of expertise. The successful candidate will have evolutionary ecology as a research focus. Cape Breton provides easy access to a variety of marine habitats including the Bras d'Or Lakes, Canada's largest inland sea, and the Atlantic Ocean as well as to terrestrial habitats such as the Cape Breton Highlands and its world renowned national park.

Chemistry – Teaching undergraduate physical/theoretical chemistry. The Chemistry Department currently has 7 tenured or tenure-track faculty including a Canada Research Chair in Molecular Spectroscopy and is well equipped for research support in most branches of chemistry including modern AA, FT-IR, GC-MS, and UV/Vis spectrometers. The successful candidate will have access to high performance computers equipped with Gaussian 98 or 03, within the Chemistry and Mathematics Departments.

Psychology – Teaching undergraduate courses in one or more of the following areas: developmental, community, clinical or health psychology.

Physics – Teaching undergraduate courses in Physics and course updating and development.

SCHOOL OF ARTS & COMMUNITY STUDIES

French – Teaching undergraduate courses in French language.

Political Science – Teaching undergraduate courses in the fields of Introductory (World) Political Science, International Relations and Comparative Politics.

Sport & Recreation – Teaching undergraduate courses in sport/recreation management theory and physical activities.

Ethnomusicology – Teaching undergraduate courses in folk music and ethnomusicology.

SCHOOL OF EDUCATION, HEALTH & WELLNESS

Education – Teaching graduate and undergraduate courses in Education. The School utilizes a web-based format for course delivery, therefore the candidate must have experience teaching with technology and an understanding of successful technology integration.

Applicants for all positions are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to Cape Breton University, community and profession.

Visit our website at www.capebretonu.ca. Then click on Working @ CBU and then click on Employment Opportunities to view details on these positions.

Cape Breton University is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Human Resources Department

Tel: (902) 563-1158 Fax: (902) 563-1458

E-mail: humanresources@ns.aliantzinc.ca

P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada B1P 6L2

Canada Research Chair (Tier II)
Gas Resource Engineering

Dalhousie University invites applications and nominations for a Tier II Canada Research Chair in Gas Resource Engineering. The tenure-track appointment will be at the rank of Assistant or Associate Professor to a department in the Faculty of Engineering appropriate to the experience and research interests of the successful candidate.

A Tier II Chair candidate must have demonstrated research potential and be acknowledged by peers as having the ability to lead in the chosen research field. More information about Canada Research Chairs is available at <http://chairs.gc.ca>. Consideration will be given to individuals with strong communication skills, demonstrated research excellence, and teaching ability. The successful candidate should have broad knowledge in oil and gas engineering, with a proven ability to collaborate with other researchers. Current research interests in this area within the Faculty include: development of unconventional gas resources (e.g., coalbed methane), gas reservoir characterization, monitoring and modeling, wellbore drilling and stability, petroleum geomechanics, innovative technology for gas storage and transportation and environment protection. For further information on the Faculty of Engineering, please visit <http://engineering.dal.ca>.

Review of applicants will commence on March 31, 2006 and continue until a suitable candidate is selected.

Applicants should submit curriculum vitae, statement of research and teaching interests, and the names of at least three referees to:

M. Satish, Associate Dean
Graduate Studies & Research
Faculty of Engineering
Dalhousie University
P.O. Box 1000, Halifax
Nova Scotia B3J 2X4



**DALHOUSIE
UNIVERSITY**
Inspiring Minds

Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

YORKVILLE
UNIVERSITY

Yorkville University is seeking adjunct faculty for its upcoming online Bachelor of Business

Administration program. Professors with a background in economics, finance, accounting, business law, strategy, HRM, marketing, information systems, e-commerce, organizational behaviour, and health care management, are encouraged to apply.

Relocation to our campus is not required.

Faculty candidates should possess:

- A doctoral degree in Business (or equivalent)
- A minimum of three years teaching experience at the undergraduate level
- Online teaching experience is preferred but not required

Please submit CV, including names of three references to Dr. John McLaughlin (jmclaughlin@yorkvilleu.ca). Inquiries may be made at (506) 451-8840.

All applications will be treated as confidential.

CAREERS CARRIÈRES

record and research agenda, proven abilities to teach successfully at the undergraduate level, and a willingness to teach and supervise graduate students. In addition to participating actively in the life of the History Department, the successful candidate will be expected to assist in developing Concordia's Canadian Irish Studies Program. Applications should include a cover letter, curriculum vitae, research statement, writing sample, statement of teaching philosophy, and evidence of teaching effectiveness. Candidates should arrange to have three letters of reference forwarded immediately on their behalf. Review of applications will begin on February 15, 2006 and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given

priority. Concordia University is committed to employment equity. Information about the Faculty of Arts and Science and about each department can be found at: <http://artsandscience.concordia.ca>. Please mail a "hard copy" application to: Dr. Graham Carr, Associate Professor and Chair, Department of History, 1455 de Maisonneuve Blvd. W., Montreal, QC, Canada, H3G 1M8. hjs@hjs.concordia.ca; tel: 514-848-2424, ext. 2414; Contact Name: Dr. Graham Carr; Contact Title: Associate Professor and Chair; Contact Email: hjs@hjs.concordia.ca.

■ **HUMAN RESOURCES MANAGEMENT** — The University of Western Ontario, Bachelor of Administrative and Commercial Studies (BACS) is an interdisciplinary program in the Faculty of Social Science at The University of Western Ontario with over 2100 students. The only program of its kind offered by a Canadian university, the BACS curriculum combines business studies with a strong foundation in the social sciences. Applications are invited for a probationary/tenure-track appointment at the rank of Assistant Professor in the field of Human Resources Management. Candidates must have a PhD (or near completion) in a related discipline, and have an excellent record of high quality research, publication, and teaching appropriate to their stage of career. The successful candidate will teach undergraduate courses in one or more of the following areas: human resources management, training and workforce development, and organizational behaviour. Candidates who have secondary specialties and

cross-disciplinary teaching experience in other management areas are encouraged to apply. The successful candidate will be expected to develop an active research program. Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. The appointment is effective July 1, 2006. Candidates with lesser qualifications may be considered for a limited-term appointment. Applicants can learn more about the BACS Program at www.ssc.uwo.ca/bacs. A curriculum vitae (including the names of three references) should be forwarded to: Professor Keith Fleming, Director, Bachelor of Administrative and Commercial Studies Program, Room 2040 Education and Media Studies, North Campus Building, The University of Western Ontario, London, Ontario, N6A 5C2. Applications will be accepted until February 24, 2006, at which time the position is filled. Files will be reviewed prior to the deadline. Positions are subject to budget approval. Applicants should have their curriculum vitae, samples of scholarly and/or professional work, three letters of reference, and a cover letter outlining the nature of the career they propose to teach and the nature of their proposed scholarly project on media to: Dr. John Lecker, Acting Dean, Faculty of Education and Media Studies, North Campus Building, The University of Western Ontario, London, Ontario, N6A 5B7. Phone: (519) 661-3512; Fax: (519) 661-3506. Positions are subject to budget approval. Applicants should have their curriculum vitae and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **INFORMATION & MEDIA STUDIES** — The University of Western Ontario, The Faculty of Information and Media Studies (FIMS) at The University of Western Ontario invites applications for the selection of the first CanWest Global Fellow in Media. The successful candidate will be in residence for one year, to be negotiated: the fall 2006 term or the winter 2007 term. The stipend, including benefits, for this four-month position will be \$35,000. Deadline for receipt of applications: March 1, 2006 on unit position is filled. During the term of the Fellowship, the CanWest Global Fellow will teach one half course in his/her area of expertise in the Faculty's programs and will be engaged in a significant media-related research project that will lead to public dissemination. In addition, the role of the Fellow is to promote public discussion of a range of issues related to the nature of Canadian media. We anticipate that this position will appeal either to visiting academics or to journalism/media practitioners who would value an opportunity to engage in teaching and scholarly reflection relating to some aspect of media. The successful applicant will be a distinguished leader in the area of journalism/media studies who will use the opportunity of the CanWest Global Fellowship to enrich teaching and scholarship in media at Western.

The Faculty of Information and Media Studies is a vibrant, expanding unit comprised of some 40 full-time faculty members and about 17 nonacademic staff. The Faculty is dedicated to the advancement of knowledge about media, communications and information technologies. It currently offers an undergraduate program in Media, Information and Technoculture (MIT) with an enrolment of about 700 students, as well as an MA in Journalism, a Master's and doctoral program in Library and Information Science, and an MEd in Media Studies. Information about the Faculty and descriptions of its courses are available at <http://www.fims.uwo.ca>. The University of Western Ontario is a research university of over 27,000 full-time equivalent students. Interested candidates are invited to apply by March 1, 2006, by sending their curriculum vitae, samples of scholarly and/or professional work, three letters of reference, and a cover letter outlining the nature of the career they propose to teach and the nature of their proposed scholarly project on media to: Dr. John Lecker, Acting Dean, Faculty of Education and Media Studies, North Campus Building, The University of Western Ontario, London, Ontario, N6A 5B7. Phone: (519) 661-3512; Fax: (519) 661-3506. Positions are subject to budget approval. Applicants should have their curriculum vitae and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

chémun du les Ramsey, Sudbury (Ontario) PSE 206. Le comité de sélection examinera les candidatures jusqu'à ce que le poste soit comblé. Cette annonce s'adresse aux citoyens canadiens et aux immigrantes récentes. L'université invite tous les candidats qualifiés à poser leur candidature, sans distinction de sexe, de handicap, ou de race, y compris les Autochtones et les minorités visibles.

K

■ **KINESIOLOGY** — University of Windsor. The University of Windsor invites applications for the two faculty positions in the Faculty of Human Kinetics, one tenure-track position in the area of Sport Management and one limited-term position in the area of Movement Science commencing July 1, 2006. For detailed position descriptions visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. Robert Boucher, Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4. Tel: 519-253-3000, Ext. 2432, Fax: 519-273-7056. Email: boucher@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Maier, Director, Faculty Recruitment at 877-665-8608 (Toll free) with in North America, call collect outside of North America at 519-561-1432 or E-mail: recru@uwindsor.ca.

L

■ **LAW** — University of New Brunswick. The Faculty of Law invites applications for one continuing position as the Instructor or Senior Instructor level. Consistent with the Collective Agreement between the University of New Brunswick and the Association of University of New Brunswick Teachers, the principal responsibility of this position is teaching. The appointment, which is subject to budgetary approval, takes effect on 1 July 2006. The Faculty is looking for candidates who will take primary responsibility for the Faculty's program of legal writing and advocacy. The successful candidate will be responsible for teaching the Faculty's first year Fundamentals of Advocacy course with an increased emphasis on legal writing. The successful candidate will have additional teaching responsibilities related to legal writing and advocacy, and possibly other subjects, and will have administrative responsibility for the Faculty's competitive moot program. Founded in 1952, UNB's Faculty of Law is a collegial community with a deep commitment to students (230 students/20 full-time instructors) creating strong and well-rounded LL.B. programs in an intimate

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.

FACULTY OF ARTS

TENURE-TRACK POSITIONS

In the Department of Sociology & Social Studies

TERM POSITIONS

In the Department of Anthropology

FACULTY OF FINE ARTS

TIER 2 CANADA RESEARCH CHAIR

In the area of Interactive Media in the Department of Media Production & Studies

TERM POSITIONS

In the Department of Theatre - Acting/Directing

FACULTY OF KINESIOLOGY & HEALTH STUDIES

TIER 2 CANADA RESEARCH CHAIR

In the area of Health Studies (Joint appointment with the Faculty of Arts)

FACULTY OF SCIENCE

TIER 2 CANADA RESEARCH CHAIR

In the area of Water & the Environment

For detailed descriptions on these positions, please visit www.uwregina.ca/hr/recruitment



UNIVERSITY OF
REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2.
www.uwregina.ca

ROYAL MILITARY COLLEGE OF CANADA

Assistant Professor
Department of Economics

The Politics and Economics Department of the Royal Military College of Canada invites applications for a tenure track position at the level of Assistant Professor.

The required qualifications are a PhD or its equivalent in Economics, acceptable teaching experience in Economics and a strong or promising record of publications. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD program. Fields of specialization are open. An interest in the Economics of Defence and Security Issues is an asset. The successful candidate should be prepared to teach primarily at the undergraduate level.

This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements.

The salary range is \$46,283 to \$84,515 per annum plus an annual Terminable Allowance of \$3,300 for 2006/2007. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Interested candidates should forward their curriculum vitae including a copy of their transcripts, a summary of research interests, sample publications and three letters of recommendation to:

Doris Meade, Human Resources Officer
Civilian Human Resources Service Centre (Kingston)
Canadian Forces Base Kingston
11 Mercury Crescent, Room 21S, Kingston, ON K7K 7B4
Phone: (613) 541-5010 ext 2218
Fax: (613) 541-4496
E-mail: meade.dm@forces.gc.ca

The expected starting date for the position is 3 July 2006. The closing date for applications is 15 February 2006.

In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cicc.ca/cicic/> for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.



Canada

COLLEGE MILITAIRE ROYAL DU CANADA

Professeur(e) adjoint(e)
Département de l'économie

Le Département de science politique et d'économie du Collège militaire royal du Canada cherche à combler un poste menant à la permanence au rang de professeur(e) adjoint(e). Les qualifications requises sont un doctorat (Ph.D.) ou l'équivalent en science économique; une expérience acceptable d'enseignement en science économique et un dossier de publications fort ou prometteur. L'étude des dossiers de candidats/es exceptionnels/les qui sont sur le point de compléter leur thèse de doctorat pourra aussi être considérée. Les domaines de spécialisation sont ouverts. Un intérêt dans l'économie de la défense et de sécurité sera un atout. La personne choisie devra être disposée à enseigner principalement des cours de premier cycle. Ce poste bilingue requiert l'habileté de lire, comprendre et communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun/e des candidats/es ne devrait se qualifier pour ce poste, une liste d'admissibilité sera alors établie pour doter des postes semblables dont le profil et les exigences linguistiques peuvent varier. L'échelle salariale est de 46 283 \$ à 84 515 \$ par année plus une indemnité provisoire de 3 300 \$ pour 2006/2007. Le salaire accordé dépendra de l'expérience et des qualifications du/de la candidat(e). La personne sélectionnée aura une période de stage de 36 mois. Un curriculum vitae, accompagné d'un relevé de notes, d'un sommaire des intérêts de recherche, de quelques exemples de publications et de trois lettres de recommandation, doit être envoyé à:

Doris Meade, Officier en ressources humaines
Centre de services des ressources humaines civiles (Kingston)
Base des forces canadiennes Kingston
11, rue Mercury, Pièce 21S, Kingston, (Ontario) K7K 7B4
Téléphone: (613) 541-5010 poste 2218
Télécopieur: (613) 541-4496
Courriel électronique: meade.dm@forces.gc.ca

La date prévue d'entrée en fonction est le 3 juillet 2006. La date limite d'acceptation des candidatures est fixée au 15 février 2006.

Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: <http://www.cicc.ca/cicic/>. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes.

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Tel: 613-820-2270
Fax: 613-820-7244
Email: savard@caut.ca

CAREERS CARRIÈRES

setting. The Hon G.V. La Forest is distinguished scholar in residence. The Faculty is home to the UNG Law Journal/Revue de droit de l'UNB and the Centre for Property Studies at UNB. Situated in the capital city of New Brunswick, the Faculty offers many opportunities for collaborative work both inside and outside the University. Additional information of interest to prospective faculty members is found at www.law.unb.ca. Candidates will have a strong academic record and possess an LL.B. degree or equivalent. They will have a record of or potential for teaching excellence. Relevant professional experience or graduate study would be an asset. Applications will be assessed beginning 1 March 2006, although later applications may be considered. A full application consists of a curriculum vitae, transcripts of university study, a brief statement of teaching and professional experience and interests, samples of the candidate's legal writing, and names, postal and e-mail addresses and telephone numbers of three references sent to Philip Bryden, Dean, Faculty of Law, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3. Telephone: (506) 453-4077; Fax: (506) 453-4604. Email: bryden@unb.ca. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **LAW LIBRARY** — York University (Osgoode Hall Law School). Osgoode Hall Law School of York University is seeking a Head of Technical Services for the largest academic law library in Canada. Reporting to the Chief Librarian, Head of Technical Services will manage and coordinate all the activities of the Technical Services Department in the Law Library. Responsibilities include supervising, hiring and training a staff of five FTE; managing and coordinating the acquisitions, serials, cataloguing and processing activities in order to guarantee the effective acquisition of and access to print and electronic materials using the SIRS system. In addition, the incumbent will form original (and complex copy) cataloguing of print, non-print, and electronic library materials and assist with collection development. This position serves as a member of the team of librarians involved in planning and development and participates in committees, task forces, and other activities to further the research mission of the Law School. The successful candidate will possess an ALA accredited Master's degree in library science or equivalent library science education (at least three years since graduation). For complete position details, qualifications and application procedures visit York's website at <http://www.yorku.ca/academicjobs> and click on academic positions. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academicjobs> or a copy can be obtained by calling the affirmative action office at 416-736-5743. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **LETTRES FRANÇAISES** — Université d'Ottawa. Le Département sollicite des candidatures à un poste de professeur adjoint conduisant à la permanence. Fonctions: a) Enseignement aux trois cycles d'études (cours de langue inclue). b) Encadrement d'étudiants des 2e et 3e cycles. c) Recherches, publications et participation à des équipes de recherche. d) Participation aux activités départementales. La personne choisie devra être rapidement admissible à la Faculté des études supérieures et postdoctorales. Critères d'admissibilité: Doctorat, publications attestant une compétence dans les deux domaines précités, expérience de l'enseignement avec de bonnes évaluations, une expérience de la recherche informatique serait un atout, connaissance passive de l'anglais. Salaire: selon la convention collective. Entrée en fonction: le 1er juillet 2006. Prière d'adresser sa lettre de candidature, son curriculum vitae, un exemplaire de ses principales publications, des évaluations de son enseignement et trois lettres de recommandation confidentielles envoyées sous pli séparé, à Madame Dominique Lafon, Directrice, Département de Lettres Françaises, Université d'Ottawa, 60, rue Université, C.P. 450, Succursale A, Ottawa/Ontario K1N 6N5; www.uottawa.ca/academic/arts/lettres/. Date de clôture: le

6 février 2006. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse à préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi et encourage fortement les femmes à présenter leur candidature.

■ **LIBRARY** — University of Windsor. The University of Windsor's Ledy Library invites applications for a 12-month limited-term Public Services Librarian position commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mazer, Director, Faculty Recruitment at 877.665.6608 (Toll free) within North America, call collect outside of North America at 519.561.1432 or Email: recruit@uwindsor.ca.

M

■ **MANAGEMENT** — University of Toronto at Scarborough. This Department of Management at the University of Toronto at Scarborough (www.utsu.utoronto.ca/~mgmt/) is recruiting a Lecturer to teach a first-year introduction to management course in a large lecture setting, as well as upper level courses in the applicant's areas of interest. Duties also include participating in the governance of the Department of Management, and a requirement to do pedagogical research. Candidates should have a relevant graduate degree or professional qualification. This position is initially for one year beginning July 1, 2006 and is renewable annually and assessment for promotion to a continuing Senior Lecturer rank may take

place in the fifth year. Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees sent letters to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto at Scarborough, 1205 Military Trail, Toronto, ON, M1C 1A4 (only hard-copy applications will be accepted). The deadline for applications is March 31, 2006. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MARKETING & CONSUMER STUDIES** — University of Guelph. The Department of Marketing and Consumer Studies at the University of Guelph invites applications for a tenure track position in the area of Marketing Management at the rank of Assistant Professor. The Department is part of the College of Social and Applied Human Sciences and the Faculty of Management. We offer two Bachelor of Commerce majors, one in Marketing Management and one in Real Estate and Housing. At the graduate level, we offer a Master of Science degree with a focus on Consumer Research. Responsibilities of this position include teaching in the Department's undergraduate and graduate programs, the pursuit of scholarly research, and service contributions at the Department, College and University levels. The University of Guelph is a top-ranked comprehensive university in Canada with total enrollment of 17,000+. It is located in Guelph, Ontario (population approx. 120,000) and is a one-hour drive west of Toronto, Ontario, Canada. Applicants should have (or be near completion of) an earned PhD in Marketing or a closely-related discipline.

Preference will be given to those who have expertise in one or more of the following areas: Customer Relationship Management, Marketing Information Systems, and Qualitative Methods. Knowledge of Real Estate Marketing or Management would be an additional plus. The appointment will be effective as early as July 1, 2006. To be complete, applications must include a curriculum vitae, a list of the applicant's teaching interests, and a three-page discussion of his or her research agenda for the next three years. Applicants should arrange for three letters of reference to be sent under separate covers electronically no later than February 28, 2006 to: Chair, Department of Marketing and Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1 (Tel:

1-519-824-4120 Ext. 53774, Fax: 1-519-823-1564, email: postgrad@uoguelph.ca). More information about the Department and our programs can be found at www.mcs.uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MATHEMATICS & STATISTICS** — University of Prince Edward Island. The Department of Mathematics and Statistics at the University of Prince Edward Island invites ap-

plications for a 10-month sabbatical replacement position in Mathematics at the Assistant Professor level, effective August 1, 2006 or by arrangement. Candidates should hold a PhD in Mathematics for appointment at the Assistant Professor rank. Candidates should also demonstrate a strong commitment to undergraduate teaching. Applicants must arrange for three (3) letters of reference to be sent directly from referees. The closing date for applications is February 28, 2006. Applications will be processed starting March 1, 2006 until the position is filled. The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and Permanent Residents

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ASSOCIATE VICE-PRESIDENT, RESEARCH & GRADUATE STUDIES

• Five-year Term, Commencing July 1, 2006

With room for career advancement as Research & Graduate Studies grows, you will report directly to the President as you galvanize, expand and resource the emerging research activities at OCAO. You will develop and implement graduate programs at the Master's and Ph.D. levels. You will collaborate with the Academic Council to facilitate graduate curriculum and research training opportunities. An established educational leader, visionary and research scholar, you value practice-based and academic approaches to art/design and cross-disciplinary initiatives. Outstanding administrative, outreach, program development and communication abilities will enable you to plan, oversee and participate in the pre-award and post-award research services available to faculty members, represent OCAO at various councils and governing bodies, and negotiate significant funding and infrastructure growth. You will liaise with business and industry sources to develop relationships and funding. While a Ph.D. is required where it is the terminal qualification, you may have an MFA or MDes along with graduate teaching experience, a broad knowledge of graduate programs, and a history of research leadership. You bring a minimum of 8 years' administrative background within either a research or graduate studies environment.

Applications, including a curriculum vitae, a letter of introduction, and the names of three references (who will not be contacted without the consent of the candidate), should be submitted in confidence, to:

Human Resources Department
Ontario College of Art & Design
100 McCaul Street
Toronto, ON M5T 1W1
Fax: (416) 977-3034
e-mail: hr@ocad.on.ca

Review of applications will begin on February 24, 2006 and continue until the position is filled. For further information, please refer to posting #547 at: www.ocad.ca/hr

As an employment equity employer, OCAO encourages applications from women, First Nations People, visible minorities, and people with disabilities. All qualified persons are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.



Tenure-Track Position Faculty of Law

The Faculty of Law, Dalhousie University, invites applications for a probationary tenure-track or tenure-track appointment at the rank of Assistant, Associate, or Full Professor, to commence July 1, 2006. This appointment is subject to budgetary approval.

The Faculty is particularly interested in scholars having a demonstrated interest in business law areas, and in particular one or more of tax, securities regulation, international trade, and business associations. A suitable candidate will hold an LL.B. degree and a relevant graduate degree.

If a suitable candidate is identified in the course of the selection process, consideration may be given to appointing a senior scholar for the Purdy Crawford Chair in Business Law.

The closing date for applications is February 24, 2006.

Applications, including a resume, university transcripts and the names of three referees, at least one of whom must be an academic referee, should be forwarded to:

Dean Phillip Saunders
Dalhousie Law School
6061 University Avenue
Halifax, Nova Scotia B3H 4H9
Tel. (902) 494-2114
Fax: (902) 494-1316

OR

Applications may be made by e-mail, addressed to: Heather MacLeod@Dal.Ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal persons, persons with a disability, racially visible persons and women.



McGill

Assistant Professor in Quantitative Psychology Department of Psychology

The Department of Psychology of McGill University invites applications for a tenure-track position at the Assistant Professor level in Quantitative Psychology. The position may be in any area of quantitative psychology but candidates involved in the development of data analysis techniques appropriate to behavioural or neural sciences are particularly encouraged to apply.

Applicants are expected to have a doctorate in psychology or a closely related field at the time of appointment. Applicants should present evidence of the ability to establish a record of significant externally funded research productivity. All applicants are expected to have an aptitude for undergraduate and graduate teaching.

Review of applications will begin February 1, 2006 and continue until suitable candidates have been identified.

Candidates should submit a curriculum vitae, a description of research interests and academic goals, a description of their teaching interests, experience and philosophy, and some selected reprints of publications. They should also arrange for three confidential letters of recommendation to be sent to: Chair, Quantitative Psychology Search Committee, Department of Psychology, McGill University, 1205 St. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

www.mcgill.ca

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Douglas College offers the successful candidate a competitive package of salary and benefits. We invite interested candidates to apply quoting Competition #2006-001E by March 6, 2006 to personnel@douglas.bc.ca

For detailed information on this position and Douglas College, please refer to our website: douglas.bc.ca

DEAN, HUMANITIES AND SOCIAL SCIENCES

Douglas College, one of the largest public colleges in British Columbia, seeks a Dean to provide academic and administrative leadership for the Faculty of Humanities and Social Sciences. Douglas plays a vital role in post-secondary education in B.C. We have a 35-year history of offering certificates, diplomas, and associate degrees and are expanding to offer baccalaureate degrees. With two campuses in Greater Vancouver, the College serves the educational needs of a fast-growing, diverse population.

The Faculty of Humanities and Social Sciences provides its students with high-quality liberal arts courses that transfer readily to other colleges and universities. The Faculty is developing degrees and has an annual budget of \$.8 million dollars and a faculty and staff of 150 in nine disciplines.

The Dean links students, staff, faculty, and administrators. The position requires administrative experience and a scholarly background, including a record of publication, teaching, and professional development. We seek a person with superior planning and interpersonal skills, a commitment to ethical and reflective practice, and the ability to work collegially in a unionized environment.



Douglas College

CAREERS CARRIÈRES

will be given priority. Applications, including curriculum vitae and evidence of teaching ability, should be forwarded to: Dr. Gordon MacDonald, Chair, Department of Mathematics & Statistics, University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, Canada C1A 4P6, phone: (902) 566-0508, fax: (902) 566-0466, e-mail: GMACDONALD@UPEI.CA, homepage: <http://www.maths.upei.ca>

■ **MATHEMATICS & STATISTICS** — University of Windsor. The University of Windsor invites applications for tenure-track and limited-term positions in the Department of Mathematics and Statistics at the rank of Assistant Professor commencing July 1, 2006. These positions are subject to a budgetary approval. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions. Contact Professor S. E. Ahmed, Head, Department of Mathematics and Statistics, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4, Phone: (519) 253-3000, ext. 3015, Fax: (519) 971-3649, Email: mhsat2@uwo.ca

■ **MECHANICAL ENGINEERING** — University of Waterloo. The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the Assistant or Associate Professor rank in the area of Experimental Fluid Mechanics. Information about the Faculty and Department can be found at <http://www.eng.uwaterloo.ca/> and <http://mechanical.uwaterloo.ca/>. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling

of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermodynamics and flow fields in fire safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

■ **MECHANICAL ENGINEERING** — University of Waterloo. An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechanical Engineering. The University of Waterloo is committed to a significant thrust in Mechanical Engineering in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechanical Engineering. As part of this thrust, a significant capital expansion is underway. A Tier 1 Canada Research Chair in Intelligent Mechanisms and Materials Systems has been named, and a Centre in this area is being created. The Department of Mechanical Engineering, University of Waterloo is seeking qualified individuals for the following positions:

Wetterlo is seeking qualified individuals in Mechanical Engineering, Mechanical Engineering, or closely related disciplines. This search is part of an ongoing effort to launch the Mechanical Engineering program, representing an increase in annual intake of 110 students. Candidates will be considered at all professional levels. Experience is desirable in the modeling and design of electromechanical systems, sensors and instrumentation, intelligent systems, MEMS, smart materials, or related areas. However, candidates from other areas will also be considered. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified individuals are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities.

■ **MEDIA STUDIES** — Queen's University. The Department of Film Studies at Queen's University is seeking a full-time position at the rank of Assistant Professor commencing July 1, 2006. The position is in the area of media studies including television, new media, and popular culture.

Qualifications for this position include a completed PhD and a demonstrated record of excellence in teaching. Queen's Film Studies offers a comprehensive undergraduate program of practice, historical and critical studies. The historical and critical studies are combined with production courses in film, video and multimedia. Applicants can learn more about the Department and the University at <http://www.film.queensu.ca>. A letter of application, including a curriculum vitae, a statement of current research interests, a writing sample, and a statement regarding teaching interests and experience, plus three references, should be sent to: Dr. G. Schneider, Chair, Department of Film Studies, Queen's University, Kingston, Ontario, Canada, K7L 3N6, Tel: 613-333-2178, Fax: 613-333-6520. Review of applications will begin on February 15, 2006. The University invites applications from all qualified individuals. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The academic staff at Queen's University is governed by a Collective Agreement with the Canadian Association of University Faculty Association (CAUFA) and the University which is posted at <http://www.queensu.ca/coufa>.

■ **MEDICINE** — Memorial University of Newfoundland. Cardiovascular Scientist, Newfoundland. #VPA-MED-2005-004: Applications are invited for a tenure-track position in the Division of Basic Medical Sciences, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland, Canada. The Division consists of 37 faculty members with research strengths in cardiovascular science, cancer research, immunology, and neuroscience. Applicants with a clinical or basic science research background in any discipline within the cardiovascular field will be considered. Preferences will be given to appointment at the Assistant Professor level. Applicants must have an MD or PhD degree and post-doctoral training. Successful candidates are expected to develop externally funded research programs and participate in teaching, undergraduate and graduate student teaching. Additional information regarding the Division of Basic Medical Sciences and Memorial University of Newfoundland may be found at www.med.mun.ca/basic

and www.mun.ca. Memorial University is the largest university in Atlantic Canada. As a research university, Memorial University plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to 19,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. To apply, send curriculum vitae, description of research interests and the names and contact information for three references to: Dr. G. Schneider, Chair, Department of Basic Medical Sciences, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X9 (e-mail: tlj@mun.ca). Application review will begin March 1, 2006 and continue until an appointment is made. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **MUSIC** — McGill University. The Schulich School of Music is seeking to hire a violinist with significant international performance profile and extensive teaching experience. Duties will include teaching advanced undergraduate and graduate violin majors through all University degree and diploma programs to the professional level. Candidates should submit a curriculum vitae, a statement of professional and teaching interests, the contact information (name, e-mail address, and telephone number) of three referees, and supporting materials (CV, etc.) to: Prof. Douglas McNabney, Chair, Department of Performance, Schulich School of Music, McGill University, 555 Sherbrooke St. West, Montreal, QC H3A 1E3, Canada. douglas.mcnahey@mcgill.ca. Applications should be received by February 15, 2006. Review of applications will begin immediately thereafter and continue until the position is filled. Starting date is September 1, 2006 or the successful candidate's contract availability. Salary and rank are negotiable. Further information may be found at www.mcgill.ca/music/positions/. Position is subject to final budgetary approval. All qualified candidates are strongly encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. Interested candidates are encouraged to learn more about the Schulich School of Music by consulting www.mcgill.ca/music/.

■ **MUSIC** — University of Lethbridge. The University of Lethbridge, Faculty of Fine Arts, Department of Music, is seeking applications for a three year, twelve month term appointment at the rank of Academic Assistant in Celli, effective July 1, 2006. The position is subject to the Board of Governors approval. A minimum of a Masters degree in cello performance is required; a Doctorate in Musical Arts is preferred. The University aspires to hire individuals who have demonstrated excellence in teaching, performance, and scholarship and have potential to participate actively in the development and operation in the Department of Music. The successful candidate will be expected to teach studio instruction. Other duties will be assigned depending upon the candidate's secondary expertise. As a post-secondary training and/or teaching experience in areas such as Music History or Music Theory would be considered a distinct asset. For more information and application procedures, please visit our website at www.uleth.ca/cfa

N

■ **NANOTECHNOLOGY ENGINEERING** — University of Waterloo. The Departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates who are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates who are home to more than 140 faculty members and 600 graduate students.

Independent, externally funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching facilities are being established across the university, including a new building complex with lecture halls for research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement, and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Office, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: nanotech@uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 12th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is the heart of Canada's technology triangle and enjoys one of the fastest growing economies in the world. Qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people



Assistant Professor in Drama & Theatre Department of English

The Department of English invites applications for a tenure-track position at the rank of Assistant Professor to begin on August 1, 2006, in the area of Drama and Theatre, with a specialization in Restoration and Eighteenth-Century Theatre Studies and with a strong, demonstrable interest in Shakespeare (or a specialization in Shakespearean Theatre Studies with a strong, demonstrable interest in Restoration and Eighteenth-Century Drama).

Ph.D. is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. The teaching load is 12 credits per academic year. Candidates will teach in and contribute to the development of the Department's undergraduate option in Drama and Theatre, and they will also have the opportunity to participate in the development of research and graduate teaching focusing on Shakespeare and Eighteenth-Century

Theatre studies, an area fostered particularly by McGill's Burney Centre and the McGill Shakespeare and Performance Research Team. Information about the Department's programs and courses may be found on our website <http://www.english.mcgill.ca/programs/english/english.html>.

Complete applications should include a curriculum vitae, three letters of recommendation, and a brief writing sample. Applications arriving by March 15th will be given priority consideration. Applicants who wish to receive an acknowledgement should include a stamped, self-addressed postcard.

Please address applications to:
Professor Paul Yachnin, Chair
Department of English
McGill University
835 Sherbrooke St. W.
Montreal, Quebec, Canada H3A 2T6

In accordance with Canadian and Quebec Immigration regulations, this advertisement is directed at Canadian citizens and permanent residents. McGill University is committed to equity in employment.

www.mcgill.ca

MALASPINA University-College

Located on beautiful Vancouver Island, Malaspina University-College is a regional comprehensive university & college with a global reach. Our faculty are dedicated to excellence in teaching and learning, and research is encouraged.

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Comp. 05-4100 closes 1 pm March 16/06

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(250) 752-1040
www.mala.ca



ASSOCIATE DIRECTOR Graduate Programs & Research, School of Nursing

Memorial University is the largest university in Atlantic Canada offering diverse graduate and undergraduate programs to more than 17,000 students. As the province's only university, Memorial plays a distinctive role in the education and cultural life of Newfoundland and Labrador. Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a range of outdoor activities. Programs at the School of Nursing are accredited by the Canadian Association of Schools of Nursing. For additional information about our School, visit www.mun.ca/nursing.

The School of Nursing offers several programs: (1) a collaborative baccalaureate program offered in conjunction with the two other Nursing Schools in the Province; (2) a Post-RN baccalaureate program delivered by distance; (3) a Master's program with both thesis and non-thesis routes offered both on campus and through distance delivery. There is also a Nurse Practitioner program at the Master's level. The School of Nursing plays a leadership role in nursing research conducted in this Province and is actively engaged in international projects.

Applications are invited for the position of Associate Director, Graduate Programs and Research, School of Nursing, Memorial University of Newfoundland, starting August 2006.

The successful applicant will manage the graduate programs in the School of Nursing and will be responsible for spearheading the development and implementation of a new Ph.D. in Nursing program. The applicant will promote, support, and facilitate research activity by faculty, in addition, to having responsibilities for some teaching, research and academic service.

The ideal candidate should possess the following qualifications: a Master's degree in Nursing, an earned doctorate in nursing or related field, strong leadership and administrative skills, demonstrated excellence in research, and teaching and curriculum development experience in a Ph.D. program.

Applications accompanied by curriculum vitae and the names of three referees should be e-mailed to Dr. Sandra LeFort, Director, at slefort@mun.ca, quoting competition #VPA-NURS-2005-001. Applications will be reviewed on an ongoing basis and will be accepted until the position is filled. For further information please e-mail or call (709) 777-6972. All positions are subject to budgetary approval.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

PREMIER'S RESEARCH CHAIR IN BIOMATERIALS & TRANSPORTATION DEPARTMENT OF PLANT AGRICULTURE

OAC and the Department of Plant Agriculture are seeking an internationally-recognized Senior Research Chair to lead an emerging research program in the area of biomaterials and transportation at the University of Guelph. The successful candidate should have documented strength within and between plant biology and materials engineering. They will provide leadership at the interfaces of chemical and structural engineering, agricultural chemistry plant biology, and traditional and molecular plant breeding. (S/he will complement strengths in material science and engineering at partnering institutions and will be expected to build a network of collaborators that will place Ontario at the forefront of discovery and innovation in this exciting new field. Applicants should have demonstrated expertise in Biochemical Engineering, Biological Materials Science, Bio-product Development or a related discipline. The incumbent will liaise with the automotive and materials industries and with university, provincial and federal government colleagues to develop research directions that effectively integrate agricultural and forestry based raw materials into cost-effective, performance enhanced consumer products with emphasis on the automotive sector. This faculty position is 90% research/extension and 10% teaching (graduate level). The successful candidate will have a PhD and a strong track record in biopolymer chemistry, biomaterials science or related fields.

Candidates should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Gary Ablett, Chair, Department of Plant Agriculture, University of Guelph, Guelph, Ontario N1G 2W1; gablett@uoguelph.ca; Fax: (519) 821-8600. Application Deadline: March 31, 2006 or until a successful candidate is identified.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



CAREERS / CARRIÈRES

and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

O

■ **OCCUPATIONAL THERAPY** – The University of Western Ontario, The Faculty of Health Sciences at the University of Western Ontario invites applications for a limited term position (two years) as a Lecturer or an Assistant Professor depending on qualifications in the School of Occupational Therapy. The successful candidate will have expertise in one of the following areas: general end physical health, mental health and/or cognitive rehabilitation and will have a commitment to the implementation of principles of evidence-based practice. Responsibilities include: teaching assigned courses, supervision of graduate students, and service within the School. Candidates must be committed to an occupation-based curriculum and client centered practice. Rank will be commensurate with experience and qualifications. The School is a progressive unit, with a strong commitment to the development of occupational therapy as an academic discipline with an established masters (MScOT) entry-level professional program and a well established BSc program. The School is one of three schools comprising the Doctoral Program in Rehabilitation Sciences. The School has excellent teaching and research facilities as well as clinical and community facilities to support the development of occupational therapy. The effective date of the appointment is July 1, 2006. Interested applicants should send a letter of application outlining relevant experience and interests together with curriculum vitae and the names, addresses and contact numbers of three references to: Dr. Thelma Summison, Director, School of Occupational Therapy, Room 2555B, Elbow College, The University of Western Ontario, London, Ontario, N6G 1H1. Visit our website at <http://www.uwo.ca/hsc/ot>. The deadline for receipt of applications is March 7, 2006. Please quote number HS 052 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **OCCUPATIONAL THERAPY** – Dalhousie University. Applications are invited to fill 2.4 Probationary Tenure Track positions at the Assistant Associate Professor level beginning August 1, 2006 (pending budgetary approval) in the School of Occupational Therapy. The successful candidate will be commensurate with qualifications and experience. The ideal candidate will have a PhD or PhD in progress. We seek candidates with an Occupational Therapy Doctorate (OTD) or a Masters degree with high level occupational therapy expertise. Applicants

are particularly sought from those with expertise in mental health, population health, rehabilitation technology, children and youth, and disability studies. Priority will be given to the best combination of qualifications, experience and expertise to work with faculty, staff and students in teaching and scholarship. Occupational Therapists must be eligible for licensure with the College of Occupational Therapists of Nova Scotia. The School of Occupational Therapy is an internationally recognized leader in the field of Occupational Therapy. We are an internationally celebrated School of Health Professions, and located in Halifax, one of Canada's most vibrant small cities in spectacular rural countryside on the Atlantic coast. The School is committed to a vision that includes social action, dynamic scholarship and innovative teaching in an integrated team environment. In 2006, we are pleased to complete the final year of the BScOT program, start the entry level MScOT program, continue the online MScOT – Post Professional program, and expand options for PhD and Post Doctoral scholars. Consideration of applications will begin immediately and will continue until the position is filled. Inquiries welcome! Contact the Office of Graduate Studies at gradstudies@uwo.ca. Please submit a letter of interest, a curriculum vitae, confirmation of eligibility for an occupational therapy licence in Nova Scotia, names and e-mail addresses of three referees (academic or professional) to: Chair, Appointment Committee, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5; fax: 902-494-1223; email: appointmentcommittee@dal.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employer Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal persons with a disability, racial/ethnic visible persons and women. Subject to budgetary approval.

■ **ORGANIC CHEMISTRY** – University of Toronto at Scarborough. The Department of Physical and Environmental Sciences at the University of Toronto, Scarborough invites applications for a full-time position at the rank of Lecturer in the area of Organic Chemistry, effective on or after July 1, 2006. Applicants must possess a PhD in the area, and show strong potential for excellence in teaching and related scholarly activities. Applicants are encouraged to be expected to teach at the undergraduate level, develop and supervise undergraduate laboratories, be active in undergraduate research, and perform related professional and administrative activities within the department. Information about the Department can be found at <http://www.utoronto.ca/~physcs/>. The successful applicant will be part of a significant research program in the area of organic chemistry. Salary will be commensurate with qualifications and experience. Applications will be accepted until February 28, 2006. Applicants should provide a curriculum vitae, statement of teaching philosophy and interests, and should arrange for three confidential letters of recommendation sent on their behalf to: Professor Donald E. Cormack, Chair, Department of Physical and Environmental Sciences,

University of Toronto at Scarborough, 1265 Midland Trail, Toronto, Ontario, Canada, M1C 1A4. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

P

■ **PHARMACY** – University of Waterloo. The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenure faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmacokinetics, pharmaceutical nanotechnology, medicinal chemistry/pharmacology, pharmaceutical care, and pharmaceutical education. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students, 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the University, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with trans-disciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-

page statement regarding teaching philosophy, 4) an outline (1-2 pages) of the proposed research program, and 5) a concise statement regarding experience in trans-disciplinary research. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY** – University of Waterloo. The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenure faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including clinical pharmacotherapeutics, pharmacokinetics, pharmacy care, international health, pharmaceutical care, and pharmaceutical education. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students,

and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including UW's new Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be an essential attribute. Candidates will be expected to establish a successful externally funded research program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking postdoctoral degrees. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1-2 pages) of the proposed scholarly activity, and 5) a concise statement regarding experience in inter-, trans- and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University

Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHILOSOPHY** – University of Guelph. The Department of Philosophy at the University of Guelph invites applications for a one-year contractually limited position to start 1 July 2006. Area of specialization: Modern Philosophy. Minimum qualifications are a PhD in Philosophy and evidence of excellence in research and teaching. Deadline for receipt of applications is 13 March 2006. Applications should include a curriculum vitae, a writing sample, a teaching dossier and three letters of reference. Applications should be sent to: Jeff Muschering, Acting Chair, Department of Philosophy, University of Guelph, Guelph, Ontario, N1G 2W1. Fax: (519) 837-8634, email: jmusch@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **PHILOSOPHY** – University of Calgary. The Department of Philosophy at the University of Calgary invites applications for a 2-year postdoctoral fellowship in the field of business ethics. Candidates are expected to have a philosophy PhD with training in ethics and research interests in business ethics broadly defined (for example, issues of economic justice, corporate social responsibility).

ST. FRANCIS XAVIER UNIVERSITY

A number one-ranked Canadian undergraduate university, ST. FRANCIS XAVIER UNIVERSITY is located in Antigonish, Nova Scotia, a community noted for its quality of life and the friendliness of its people. The University offers a comprehensive array of undergraduate programs and a selection of graduate programs as part of its mission to foster and encourage excellence in teaching and research.

SfX provides an intimate learning environment and a curriculum in faculties of Arts and Science, including schools of Business and Information Systems, Education and Nursing. The Coady International Institute provides specialized leadership programs for development professionals. The academic community includes 260 full-time faculty dedicated to providing over 4000 students from across Canada and around the world, a post-secondary education that is conducive to intellectual and personal growth. For more information on the University, visit our website at www.stfx.ca.

DEAN, FACULTY OF ARTS

ST. FRANCIS XAVIER UNIVERSITY invites applications for the position of Dean of the Faculty of Arts. The position requires strong visionary leadership and administrative skills. Involvement in the planning and setting of the University's priorities is vitally important. The Dean must be dedicated to providing students with an intellectually stimulating and personally enriching post-secondary education in an atmosphere of inclusiveness for students, faculty and staff of diverse backgrounds.

The University seeks a person capable of thinking creatively and innovatively. The Dean must work closely with senior administrators and faculty colleagues to encourage and promote excellence in teaching and research. A high priority for the candidate will be to develop and implement a successful strategy for faculty recruitment and retention. The ideal candidate will have an impressive record of scholarship, be comfortable with change and be innovative and flexible within a collegial unionized work environment. For more information on the position, please see: www.stfx.ca/DeanArts.

The normal appointment is for six years and is renewable; the appointment will take place on or after July 1, 2006. The Selection Committee will begin to review applications on or after February 27, 2006. ST. FRANCIS XAVIER UNIVERSITY is committed to employment equity. An application, accompanied by curriculum vitae and the names of three referees, should be sent to:

Dr. Sean Riley
President and Vice-Chancellor
St. Francis Xavier University
P.O. Box 5000, Antigonish, N.S. B2G 2W5
sriley@stfx.ca

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The University of Western Ontario
Schulich School of Medicine & Dentistry

Assistant Professor in Women's Health Outcomes

The Department of Obstetrics & Gynaecology, Schulich School of Medicine & Dentistry at The University of Western Ontario has an opening in the area of women's health outcomes research for a limited term or probationary appointment at the rank of Assistant Professor. If qualifications and experience warrant a higher rank, the appointment will be made at the rank of Associate Professor or Professor with tenure.

Candidates should possess a PhD or equivalent in epidemiology, health policy or other relevant area of study with demonstrated success in research programs oriented towards population health, health services research and/or clinical epidemiology. The successful candidate will have an interest in research oriented towards women's health outcomes and will be expected to assist with developing the research agenda for the Unit. The successful candidate will be expected to participate in the teaching programs of the Department of Obstetrics & Gynaecology and the Department of Epidemiology & Biostatistics which will become the candidate's cross appointed basic science department. The successful candidate's workload will be allocated as follows: 60% research, 20% teaching and 20% service. Teaching will include supervision of graduate students in Epidemiology and Biostatistics, teaching of Residents in Obstetrics and Gynaecology and formal classroom teaching of graduate students and Residents. The candidate will also have demonstrated potential for independent research and will function as a collaborator for the basic and clinical researchers within the Department. This position offers a competitive compensation and benefits package. Additional information about the Departments can be found at our websites: <http://www.uwo.ca/obgyn/> browsepage.html and <http://www.uwo.ca/epidem>

Interested candidates should send their curriculum vitae which should include research accomplishments and relevant publications, a one-page statement with research interests, and the names and addresses of references to:

Ms Susanne Deakin, Administrative Assistant
Department of Obstetrics & Gynaecology
Schulich School of Medicine & Dentistry
St. Joseph's Health Care London
268 Grosvenor Street, London
Ontario, Canada N6A 4G5
Telephone: 519-646-6171
Fax: 519-646-6177
Email: susanne.deakin@hsc.on.ca

Applications will be accepted until the position is filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcome applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

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Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service aux membres de l'ATACU qui pourraient être intéressés. Les personnes de la liberté universitaire et son droit de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ATACU publie une liste d'universités faisant l'objet de censure par l'ATACU. Les renseignements supplémentaires sur les universités censurées d'étranger à l'ATACU, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél. (202) 371-5900 ou voir www.aauo.org

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The *Bulletin* is published 10 times during the academic year.

ISSUE	CLASSIFIED	DISPLAY
September	August 3/05	August 10/05
October	September 7/05	September 14/05
November	October 5/05	October 12/05
December	November 2/05	November 9/05
January	December 1/05	December 8/05
February	January 4/06	January 1/06
March	February 1/06	February 8/06
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Le *Bulletin* est publié dix fois pendant l'année universitaire.

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Septembre	3 août 2005	10 août 2005
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Novembre	5 octobre 2005	12 octobre 2005
Décembre	2 novembre 2005	9 novembre 2005
Janvier	1 décembre 2005	8 décembre 2005
Février	4 janvier 2006	11 janvier 2006
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CAREERS CARRIÈRES

N2L 3C5: Telephone: (519) 884-0710, ext. 3695; Fax: (519) 746-3695; e-mail: recruitment@wlu.ca. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

■ PSYCHOLOGY – McGill University. The Department of Psychology and the Lady Davis Institute of the St. Mary's Hospital Jewish General Hospital in Montreal invites applications for a position as a research psychologist. The successful applicant will be eligible for a tenure-track position in the Department of Psychology of McGill University, at the rank of Assistant Professor. This is an excellent career opportunity to join a dynamic department that is affiliated with an outstanding research university. Required qualifications include a PhD in Psychology and evidence of scholarly excellence, including the potential to obtain external funding. Expertise in measurement and quantitative data analysis is also required. The researcher will be expected to develop a program of research in the domains of both psychosocial and cultural factors related to health and illness, and provide consultation to other members of the department in psychometrics and quantitative methods. Salary commensurate with qualifications and experience. The start date is Fall 2006. To apply, send your curriculum vitae, a short statement of research interests, and three letters of recommendation to the search committee, c/o Dr. Phyllis Zelkowitz, Institute of Community and Family Psychiatry, St. Mary's Hospital, 3800 Avenue Lacombe, Montreal, Quebec, Canada, H3T 1E4 (e-mail: phyllis.zelkowitz@mcgill.ca). In addition, please arrange for three letters of recommendation to be sent directly to the search committee. The application deadline is February 15, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority in accordance with Canadian Immigration requirements. McGill University is committed to equity and inclusion.

R

■ RELIGION & CULTURE – Wilfrid Laurier University. The Department of Religion and Culture at Wilfrid Laurier University invites applications for a One-Year Limited Term appointment commencing July 1, 2006, subject to budgetary approval. Candidates who specialize in religion and contemporary society, or who have specializations in any of the diverse religious traditions present in North America, are especially encouraged to apply. The Department is looking for scholars who show evidence and promise of superior teaching and research, and engagement with the academic study of religion. The position is primarily intended to compensate for the absence of two faculty members who will be on sabbatical in 2006-07. Courses available for teaching next year can be found on the department website (<http://www.wlu.ca/depts/relc>). Applications should be sent to Dr. Carol S. Duncan, Chair, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, Canada. Please direct your enquiries to cduncan@wlu.ca (519-884-0710, ext. 3692). Applicants are asked to send a

letter of application, a curriculum vitae, sample publications, transcripts, and a teaching dossier (e.g., course syllabi, teaching evaluations, teaching philosophy). In addition, let us know if recommendation should be sent directly from three referees. Information about the department can be found at http://www.wlu.ca/homepage.php?ip_id=72. The deadline for receipt of materials is February 20th, 2006. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority.

S

■ SOCIAL WORK – University of Windsor. The University of Windsor's School of Social Work invites applications for one tenure-track position at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Candidates: Dr. G. Brent Angell, Director, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000, ext. 3067; Fax: (519) 973-7336; e-mail: angell@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mazer, Director, Faculty Recruitment at 877.665.6608 (Toll free), or North America: 519-253-3000, ext. 3067; Fax: (519) 973-7336; e-mail: recruit@uwindsor.ca.

■ SOCIOLOGY – Brandon University. Brandon University is a leader in providing high quality education to over 3,000 full and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. The Department of Sociology at Brandon University is seeking to fill a probationary tenure-track position, subject to budget. A PhD is preferred but AGO applicants will also be considered. The successful candidate will be expected to teach sociology of family/marriage, and one or more of the following areas: gender studies, sociology of religion, demography, aging, environmental sociology, sociology of mental health, and rural sociology. Evidence of teaching excellence and an active research program are required. Rank and Salary: Commensurate with qualifications and experience. Preferred start date: August 2006. Deadline for Applications: 15 March 2006. Interested candidates should forward their vitae, supporting documentation providing evidence of teaching and research accomplishment to: Dr. Scott Grills (retiree@brandonu.ca), Dean of Arts, and Education University, 270-150 St. Brandon, Manitoba, Canada, R7A 6A9. Applicants should also request that three referee letters evaluating scholarship be forwarded to the above address. For additional information on Brandon University visit our website at www.brandonu.ca.

■ SOCIOLOGY – University of Waterloo. Applications are invited for a tenure-track position at the Assistant or Associate Professor level in the Department of Sociology. Areas of expertise sought: either social stratification (in a broad sense, including either causes or consequences of inequality) or the general area of organizations/occupational identity/work. The University of Waterloo has offered the PhD in Sociology since 1969 and the program is now in a growth phase. The Department of Sociology shares space with the Southwest Research Data Centre (www.rdc.uwaterloo.ca) to be active in the University of Waterloo Survey Research Centre (www.surveysoc.uwaterloo.ca). A master's level program in survey methodology (alongside a general Master's) is also prominent in ethnographic research and has a strong presence in the interdisciplinary and inter-university religious studies activity at UW. For further information on the department, consult www.sociology.uwaterloo.ca. The person hired must have a completed PhD by the start date. Salary commensurate with qualifications and experience. Anticipated start date: July 1, 2006 or later. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and people with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Send a curriculum vitae together with a covering letter describing current and proposed research activities, and a sample of published work, to the Chair of the Recruitment Committee, Department of Sociology, University of Waterloo, Waterloo, Ontario, N2L 3G1. For fax number is 519-746-7326. Enquiries to Luanne McIntyre, 519-885-4567, ext. 2423. The CV must include names and contact information for three people capable to provide a reference on behalf of the applicant. Closing date for applications: March 31st 2006.

■ SOCIOLOGY & CRIMINOLOGY – Saint Mary's University. The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level to begin July 1, 2006. Areas of specialization may include, but are not limited to, Critical/Pedagogical Economy of Globalization and/or Marginalized Populations (e.g., Black Nova Scotians, Aboriginal, Children/Youth, Women). The successful candidate must be capable of teaching in the core undergraduate program in Sociology and Criminology (introductory sociology, social theory and methods) and contributing to the Master of Arts Program in Criminology. Candidates should have a PhD or be near completion, including women, members of visible minorities, native peoples, and persons with disabilities.

■ STATISTICS & ACTUARIAL SCIENCE – University of Waterloo. The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for a full-time position (two or three years) as a Lecturer in Actuarial Science. Applicants with a PhD degree are preferred, although those with a Master's degree will also be considered seriously. Candidates must be committed to excellence in teaching. Successful applicants may be eligible for reappointment to a second term, and those with outstanding performance in teaching and service may be considered for an ongoing appointment as a Continuing Lecturer. Professional actuarial qualifications and experience, although not strictly necessary, would be a distinct asset. The closing date for applications is February 28, 2006. Please submit a curriculum vitae and arrange for at least three letters of reference to be sent to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ TRENTO UNIVERSITY. The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level to begin July 1, 2006. Areas of specialization may include, but are not limited to, Critical/Pedagogical Economy of Globalization and/or Marginalized Populations (e.g., Black Nova Scotians, Aboriginal, Children/Youth, Women). The successful candidate must be capable of teaching in the core undergraduate program in Sociology and Criminology (introductory sociology, social theory and methods) and contributing to the Master of Arts Program in Criminology. Candidates should have a PhD or be near completion, including women, members of visible minorities, native peoples, and persons with disabilities.

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ACCOMMODATIONS

■ EDINBURGH, SCOTLAND – Fully furnished 3-bedroom flat for rent from September 2006 to June 2007. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown (705) 746-1011 x 1238 Trent University. Email: kchittick@trentu.ca or swbrown@trentu.ca.

■ PROVENCE, SOUTHERN FRANCE – Villa For Rent in Southern France, Provence, Sept. 1, 2006 to May 31, 2007. Fully furnished 3 bedroom, large office/library, 1 acre, wooded, inground swimming pool, tennis court, near Aix-en-Provence, \$1500 per month plus utilities. Contact Dr. Sandra Beckett at 905 687 7315 or sbeckett@brocku.ca.

■ OFFERING IN MONTREAL & SEARCHING IN VANCOUVER/VICTORIA – Three-month sabbatical leave May to August 2006. Offering fully furnished house for rent in south shore area of Montreal: three bedrooms, two bathrooms, large kitchen, finished basement, playground, inground swimming pool and sundeck. Looking for furnished house or apartment Vancouver for May-June and Victoria for July minimum two bedrooms, sale area, preferably close to UBC and shore area. Telephone: 514-578-8506; Fax: 450-877-6968; E-mail: cherry.hadfield@umontreal.ca.

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Apply online at <http://stewartreid.ca/aut>

Information: Johanne Smith, Awards Officer
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The J.H. Stewart Reid Memorial Fellowship Trust was founded to honour the memory of the first executive secretary of CAUT.



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Thompson Rivers University in Kamloops is BC's newest university, created April 1, 2005, with the granting of full university status to the former University College of the Cariboo (UCC).

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NOTE: If you are applying for multiple disciplines, please submit a separate application for each discipline.

For further information about these positions visit our website at: www.tru.ca/careers

We wish to thank all applicants; however, only those under consideration will be contacted.

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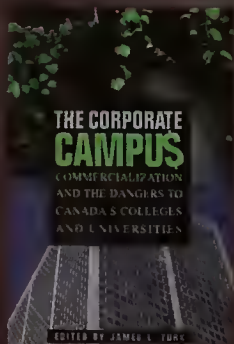


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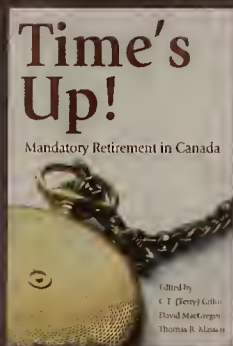
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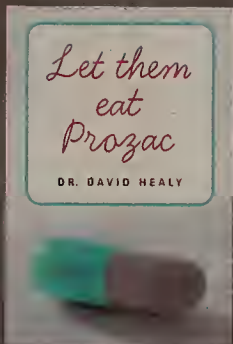
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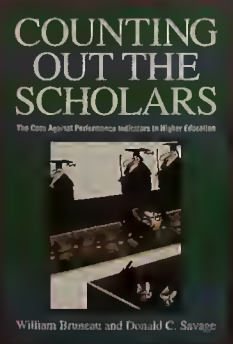
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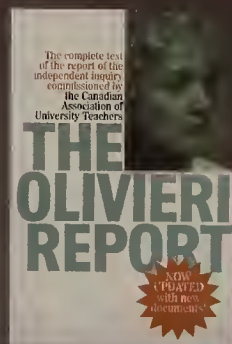
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